

The Hornet

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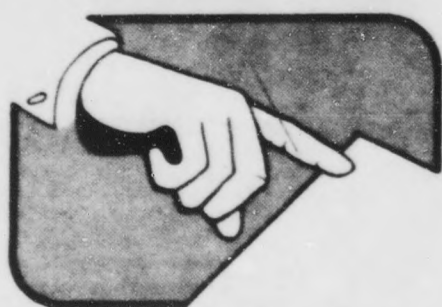


California Job Journal®

**EMPLOYMENT
OPPORTUNITIES
IN THE GOLDEN STATE**

IN THIS ISSUE

- **Taking the Measure of Management**
 Is your company run like a tight ship? Or does a loose grip at the helm have the organization floundering? The effectiveness of top management can have a direct impact on your career. A competent CEO who keeps the company on course helps the careers of those around him enjoy smooth sailing. However, if on closer inspection your skipper seems to be heading for the rocks, it may be time to decide whether or not to abandon ship. **7**
- **Are You Selling Yourself Short?**
 Your qualifications and experience are unbeatable, your resume is perfect, your appearance is impeccable -- yet you aren't getting any job offers. Maybe you need to improve your interview salesmanship. Are you persuasively promoting your strengths to the interviewer? Many job seekers fail to blow their own horns about personal abilities and past achievements, fearful they will sound boastful or arrogant. However, this is no time for modesty. Shove your humility aside and hit the hard sell. **9**
- **Uniform Image**
 What gives one company an edge over another is sometimes as simple as their image in the eyes of the customer. An attractive, well-tailored uniform can have a positive impact on public perception while providing employees with an air of distinction and several other benefits: a minimum wardrobe investment; a feeling of commonality with other employees; and stronger identification with the company. **11**



READER'S GUIDE

1. Title of position
2. Number of openings available
3. Employer
4. Location and/or mailing address*
5. Telephone number
6. Contact person's name/title
7. Salary and benefits
8. Job duties/description, type of business, and hours/days
9. Experience/skills and education required
10. Application procedure
11. Company job number - refer to this number when applying

1. **PROGRAMMER ANALYST (3)**
2. Satellite Data Systems
3. Space Communications Division
4. 2785 Morrison Drive, Suite 100
5. * Oak Valley, CA 98765-4321
6. 415/555-9900 x227
7. Attn: Terry Lydeck / Operations Manager
8. \$2850-3400/month DOE, plus medical/dental, life ins and pension plan after 1 yr. Analyze & design program requirements; develop application/program specs; code, test, document, and implement software; and participate on development team for a leader in interstellar telecommunications systems. Hrs 7:30 Mon-Fri.
9. Position also available in RIDGEMONT. Req MS or equiv in Computer Science, 3 yrs exp with high-level language design/coding and graphics communications, and 1 yr exp with HP 7000. Knowledge of astrophysics preferred. Send resume and 3 references. AA/EOE (#4417)
- 10.
- 11.

* An asterisk before the city name indicates that the job location is different or available in more than one city. See body of ad for further information.

HOW TO APPLY: To apply for an opening or obtain additional information, contact the employer directly as specified in the job listing. Send correspondence to the contact's attention or ask for that person when telephoning. If no telephone number is listed, the employer does not want phone calls!

JOB CATEGORIES: The decision on where to categorize an opening is made with more emphasis given to the experience/skills/education required than the job duties or position title. We try to be consistent, but some openings are very difficult to assign to a category. New readers should check several classifications to determine where specific types of employment will be found.

Abbreviation Key

a/p	accounts payable	enr	engineer, engineering	PCB	printed circuit board
a/r	accounts receivable	EOE	equal opportunity employer	PERS	Public Employee Retirement System
AA	affirmative action	equip	equipment	pft shr	profit sharing
acct	account(s), accounting	equiv	equivalent	pgm	program
admin	administer, administrator, administrative, administration	ESL	English as a second language	pkg	package, packaging
app	application	estd	established	pmt	payment
approx	approximately	eve	evening	PNA	postmarks not accepted
appt	appointment	exp	experience	pop	population
archt	architecture, architect	F	females encouraged to apply	pref	prefer(red), preferably
asap	as soon as possible	flex	flexible, flexibility	prep	prepare, preparation
asst	assistant	FT	full-time	proc	process(ing), processor
attn	attention	GED	graduation equivalency diploma	prof	professional
avail	available	gen	general	PT	part-time
avg	average	GL	general ledger	QA	quality assurance
bfts	benefits	govt	government	QC	quality control
bkgp	bookkeeping	H	handicapped persons encouraged to apply	RTW	right to work in the U.S. (or proof of citizenship)
blgd	building	hth	health	RE	real estate
bsns	business	hol	holiday	ref	reference
CAD	computer-aided design	HR	human resources	rep	representative
CC	community college	HS	high school	req	require, required, requirement
CDL	California driver's license	incl	include(s), included, including	res	resume
cert	certificate, certification	ins	insurance	resp	responsible, responsibility
CF	continuous filing	inv	involve(s), involving, involvement	ret	retirement, retired
co	company, county	intvw	interview	RTJJ	refer to Job Journal (tell employer where you saw ad)
COLA	cost of living adjustment	knowl	knowledge, knowledgeable	Sacto	Sacramento
coll	college	LCSW	licensed clinical social worker	SAE	self-addressed envelope
com	communicate, communicating, communication	lic	license(d)	SASE	self-addressed stamped envelope
comp	compensation	LSMW	licensed social marriage worker	schd	schedule, scheduling
constr	construct, construction	lv	leave	SF	San Francisco
contrib	contribute, contribution	M	minorities encouraged to apply	shth	shorthand
coord	coordinate, coordinator	maint	maintain, maintenance	SNF	skilled nursing facility
cred	credential(ed)	max	maximum	spcl	specialist
CRT	computer terminal	mech	mechanic, mechanical	sr	senior
ctr	center	med	medical, medicine	sub	substitute
CWE	commensurate with experience	MFCC	marriage, family & child counselor	supv	supervisor, supervise
deg	degree	mtg	manufacturing, manufacturer	svc	service
dnt	dental, dentist, dentistry	mgmt	management	TBA	to be announced or arranged
dept	department	mgr	manager	TBD	to be discussed
des	desired, desirable	min	minimum	tech	technical, technician, technology, technologist
dev	develop, developer, development, developmentally	MIS	management information systems	univ	university
dir	director	nec	necessary	V	veterans encouraged to apply
div	division	OF	open filing	vac	vacation
DOE	depending on experience	ofc	office	vis	vision
DOO	depending on qualifications	oppty	opportunity	W	women encouraged to apply
DP	data processing	op(s)	operate, operator, operation(s)	w/	with
ECE	early childhood education	org	organize, organizing, organization	WP	word processing
ed	education, educational	OT	overtime	wpm	words per minute
EEO	Equal Employment Opportunity	OUF	open until filled	x	extension
EIT	engineer-in-training	PC	personal computer	xint	excellent



WE DELIVER OPPORTUNITIES

The fastest growing pizza delivery company in the world wants you! Even if you think you've got a good job, Domino's Pizza can show you an even better one, or a way to supplement your income.

DELIVERY PERSONS

Our drivers enjoy a competitive starting wage plus tips and vehicle-use fees, paid in cash after each shift. Depending on your hustle and enthusiasm, this could add up to big bucks. Day and evening shifts available, full or part-time.

Delivery persons must:

- Be a SAFE DRIVER with a GOOD RECORD.
- Be at least 18 years old.
- Have access to a car with insurance.
- Have a unique personal pride, a strong desire to excel, and enjoy running with the best.

CUSTOMER SERVICE REPRESENTATIVES

We'll train you to handle customers over the phone and in person. You'll be cross-trained in other in-store positions as well. Day and evening shifts, flexible hours available. Call or apply in person - consult the Yellow Pages for the Domino's Pizza Store nearest you.

MANAGER TRAINEES

Earn a competitive salary & excellent benefits while you learn to operate a successful, fast-paced business. Applicants should be self-motivated and enjoy working with the public. Prior food service experience & 2 years college preferred. Depending on experience, successful trainees can manage their own store within 12 months.

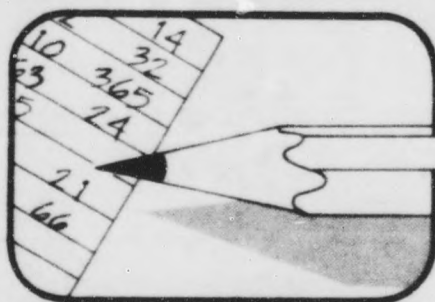
Qualified trainee applicants send resume to:

1760 Creekside Oaks Dr, Suite 240
Sacramento, CA 95833
Attention: Training Director



Equal Opportunity Employer

Join the
Domino's
Pizza Team!



Accounting/ Financial Svcs

Alameda County TRANSPORTATION AUTHORITY

ADMINISTRATIVE & FINANCE MANAGER

Alameda County Transportation Authority
1401 Lakeside Drive, Suite 1103
Oakland, CA 94612
415/893-3347
Attn: Trudy or Joan
\$41,800-52,250/yr + paid PERS and bfts.
Develop, implement & maintain system to
track admin & capital expenditures; track/ad-
vise on current investments; assist in recom-
mending long-range financial plans; coord dev
of annual budget; prep monthly financial reports;
and manage financial consultant contracts &
local distribution pgm. 40 hrs/wk. Public
agency provides direction for implementing
County's Measure B transit pgm. Req BA/BS in
public admin, acctg, financial mgmt, or re-
lated field; or exp acceptable to Authority as
accountant/financial mgr/admin for public or
private agency. Call for app by 10/15. AA/EOE

BOOKKEEPER

Kellard Baron Designs
935 Culver Boulevard
Culver City, CA 90232
213/838-3152
Attn: Mary

\$20,000-25,000/yr negotiable DOE, plus vaca-
tion, sick lv & hols, credit union avail. Full-
charge responsibilities incl posting a/p, a/r
billings, weekly cash flow a/p report, month-
end a/p ageing, invoicing, monthly state-
ments to clients, and bank deposits & reconcili-
ations. Hrs 8:30-5 Mon-Fri. Dynamic, award-
winning model home design firm has been in
business 10 yrs. Requires 2 yrs experience;
Lotus 1-2-3 skills; and clear, sharp thinking &
speaking abilities. Must be organized, detailed,
neat & accurate. Call for appt; RTJJ. EOE

BOOKKEEPER (part-time)

Elaine Oflila, CPA
1270 South Winchester Boulevard
San Jose, CA 95128
408/241-4560
Attn: Elaine

\$10-20/hr DOE/DOQ. Do bookkeeping and tax
preparation work using computer and ac-
counting/tax software package. Flexible PT
schedule depends on workload. Established
CPA firm requires completion of some college-
level accounting classes (degree not neces-
sary), at least 2 yrs bookkeeping experience,
and computer exp. Knowledge of tax prepara-
tion a plus. Call for more information: RTJJ.

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Advertising deadline
5pm Thursday

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COLLECTOR

ALFA Federal Credit Union
Naval Air Station, Building 527
Alameda, CA 94501
Attn: Jan Aspelund

Salary based on experience, + excellent bene-
fits after 90 days and paid pension after 1 yr.
Mid-level collections position involves repos-
sessions, bankruptcies, small claims, and skip
tracing Hrs 8:30-5 Mon-Fri. This is not a civil
service position. Credit union was established in
1941. Must have HS diploma and be
bondable, experienced in all phases of collec-
tions, and able to deal with all legal aspects of
collection work. Send resume and SALARY
REQUIREMENTS AA/EOE

CREDIT ANALYST

Arrow Electronics, Inc.
521 Weddell Drive
Sunnyvale, CA 94089
408/745-6600 x2310
Attn: Bonnie

Excellent salary negotiable DOE plus out-
standing benefits. Largest US distributor of
electronic components is seeking a highly
motivated individual to contact commercial
credit accounts by phone. Hrs 8-5 Mon-Fri.
Requires at least 1 yr collections experience in
a commercial credit environment. Must be
dependable and have excellent phone & com-
munication skills and a professional appear-
ance. Some college preferred. Call for appoint-
ment (8-5) or send resume: RTJJ. EOE

Ford Credit

CUSTOMER SERVICE REPRESENTATIVE

Ford Motor Credit Company
P.O. Box 470
San Jose, CA 95131
Attn: Ms. Russell

Salary negotiable DOE, plus comprehensive
benefit package. Primary responsibility involves
dealing with customers directly and by tele-
phone concerning retail accounts. Division of
Ford Motor Company has opportunities for
professional growth in their San Jose office.
Full-time hrs vary. College degree and some
collection experience required. Send resume
and salary history. EOE

Except in cases of gross
misconduct or negligence, it
shouldn't come as a complete
surprise to a worker when he/
she is fired... and it won't if
supervisors point out substan-
dard behavior as it occurs.

FIELD SERVICES REPRESENTATIVE

ITT Commercial Finance Corporation
P.O. Box 7540
Fremont, CA 94537

Attn: Manager, Quality Control

We offer a competitive salary, excellent benefit
package, and company car. Leader in the
commercial lending industry has an excellent
entry-level opportunity for an individual who
desires a career in the finance business.
Primary responsibilities include the physical
inspection of dealer inventories and auditing
accounting records. Occasional overnight travel
may be required. FT Mon-Fri. Req BS in
business administration or related field, proven
ability to relate well with others, and desire to
move ahead in your career. Send resume with
salary reqs. NO PHONE CALLS/NO AGENCIES.
EOE M/F/H/V

Assistant Controller

Candidates must hold an
accounting degree and have a mini-
mum of five yrs exp in the preparation
of GAAP financial statements as well
as supervising an accounting staff.
Resumes and applications to:

Peter D. Filice, Controller
KTXL FOX 40
4655 Fruitridge Road
Sacramento, CA 95820-5299

No phone calls, please.
Indicate source from which you are
responding. Closing date 10/13/89.



EOE



MANAGER TRAINEE (4)

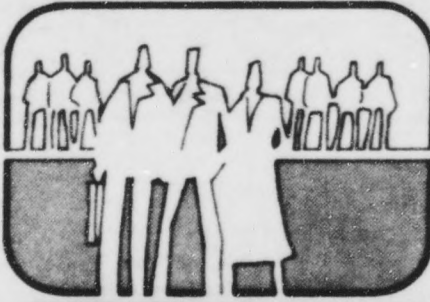
Norwest Financial
5801 Larcom Lane
Stockton, CA 95210
Attn: Bill Kinyon

Competitive starting salary (with regular salary
reviews) plus complete bft pkg. Xint oppor-
tunity to enter a nationwide financial services
company's training program and prepare for a
management position with complete bottom-line
accountability. Current openings are at our
Modesto, Salinas, Santa Rosa, and East Bay
branches. Full-time Mon-Fri. Must have a
strong desire to progress in accordance with
your performance. Prefer college degree; 1-3
yrs related work experience in finance, sales,
or customer service; and good oral & written
communication skills. Send resume

TELLER (part-time)

Modesto Check Cashing
1301 J Street
Modesto, CA 95354
Attn: Dolly Webb / Manager

\$4.50/hr. Cash checks, issue money orders,
total receipts, and answer phones. Choose the
best PT hrs for you (business hrs 9-7 Mon-Fri).
Small, growing company (established 1985)
has 6 other locations. Requires cash-handling
experience and HS diploma. Must be friendly &
outgoing. 10-key calculator exp a plus. Send
resume (no phone calls please): RTJJ. EOE
M/F



Administration/ Management



HOUSING & COMMUNITY DEVELOPMENT DIR

County of Mariposa
P.O. Box 784
Mariposa, CA 95338
209/966-5694

Attn: Personnel Office

\$35,200-44,000/yr DOE. Seeking energetic,
self-motivated executive to fill new dept head
position w/ the County's Housing Authority.
Develop new programs in community develop-
ment/redevelopment/economic dev; and
oversee weatherization, rehab & other commu-
nity improvement pgms. New agency was estd
by Board of Supvs to help modernize/consoli-
date community functions and to act as a focus
for new redevelopment program in planning
stages. FT. Req degree in business/public
admin, planning, architecture, or related field
and extensive exp in community dev. Request
recruitment pkg, application & supplemental
questionnaire: file by 10/27. EOE



Sacramento's fastest-growing
300-room hotel is currently seeking:

Accountant- Payable/Receivable

Will be using computerized system.
Computer knowledge preferred.
Will train.

General Office Person

Will be assisting Personnel & Catering
Directors. Ability to type 50 wpm and
good communication skills.

Please apply in person
Monday through Friday, 10 am - 4 pm at:

321 Bercut Drive Sacramento, CA

PRODUCT MANAGER

Powell Electronics, Inc.
2260 Lundy Avenue
San Jose, CA 95131
408/943-9020

Attn: Lou Duran / Personnel

\$13.50/hr or more to start DOE/DOQ.
med/dental coverage available. Seeking indi-
vidual to supervise the quoting, inventory
management, and purchasing of switch &
connector commodities; supervise 1 employee.
Hrs 8-5 Mon-Fri. Electronic parts distributor (in
business over 30 yrs) serves private, commer-
cial, industrial & govt contracts. Requires min 2
yrs product mgmt exp and supervisory skills.
Must be dependable, reliable, and have a
professional appearance. Knowledge of elec-
tronic switches & connectors a plus. Call for
appt (8-5), send resume, or apply in person:
RTJJ. EEO Employer

You must find a job. It's not
likely to come looking for you.

SUPERVISING CUSTODIAN I

California State University, Hayward
25800 Carlos Bee Boulevard
Hayward, CA 94542-3026
415/881-3634

Attn: Personnel Office

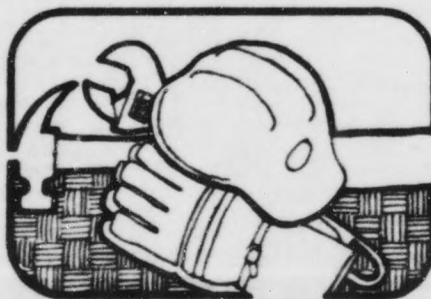
Competitive salary DOE/DOQ + xint compre-
hensive benefit package. As area supervisor of
custodians, assign work, train, schedule &
evaluate employees; conduct inspections; keep
records; and prepare reports for area of
responsibility. Management position may su-
pervise 1 or more lead custodians. 40 hrs/wk.
Requires 2 yrs custodial experience including
1 yr in lead or supervisory capacity. Call for
application; file by 10/13. AA/EOE

TELECOMMUNICATIONS MARKETING MGR

Telestar Corporation
2880 Sunrise Boulevard, Suite 124
Rancho Cordova, CA 95742
916/638-3553

Attn: Don

\$40,000-65,000 first-yr potential DOE (based
on commission). After 3 to 4-day training
period, interview, hire, train & supervise own
sales staff for long-distance phone service, and
handle light phone duties. Excellent potential
for advancement. Hrs 8:30-5 Mon-Fri. 3.5-
yr-old small to medium-size long-distance car-
rier is located in the Sacramento area. Mar-
keting & promotional management exp in long-
distance service and xint communication skills
desired. Direct sales & business mgmt exp a
plus. Call for appt or send resume. AA/EOE



Construction/ Building Trades

CONCRETE CUTTER

Bello Construction
10723 Sherman Way
Sun Valley, CA 91352
818/765-7424

Attn: Rick Keeler / Office Manager

\$400/wk average (opportunity for high income)
plus 1 wk vac after 1 yr; full bfts avail after
1/90. Operate flat saw, wall saw, and core drill.
Transportation to & from job sites provided.
Hrs 6am-4pm Mon-Fri plus overtime. New,
growing company is service oriented. Req
minimum 2 yrs exp, CDL, DMV printout, own
transportation & ins, and right to work. Must be
reliable (no drugs or alcohol). Apply in person;
RTJJ. EOE

ELECTRICIANS (4, on-call)

Santa Clara, San Mateo County Electric
769 South Genevieve Lane
San Jose, CA 95128
408/243-6510 or 415/961-9830

Attn: Personnel

\$12-60/hr DOE/DOQ; medical/dental ins avail at
discounted rate. Call for appt: RTJJ. Make svc
calls (radio-dispatched) and troubleshoot com-
mercial, residential & industrial electrical prob-
lems. Involves occasional travel from Sacra-
mento to San Diego. On-call positions req
flexibility (24 hrs/day, 365 days/yr). In business
2 yrs, fast-growing company provides 24-hr
electrical repair service and has a friendly,
flexible, casual yet professional ofc. Req min
5yrs electrical exp, CDL, and own tools. Must
be honest, hardworking, and have extensive
troubleshooting & service call knowledge. EOE

ESTIMATOR

Bello Construction
10723 Sherman Way
Sun Valley, CA 91352
818/765-7424

Attn: Rick Keeler / Office Manager

\$250/wk to start plus commission (high income
possible) and 1 wk vac after 1 yr; full bfts avail
after 1/90. Develop scope of work from blue-
prints to job walk-through; provide estimates &
bids for contractors. Entry-level position in-
volves public contact. Hrs 8-5 Mon-Fri. New,
growing company with a solid future is ser-
vice-oriented. Requires CDL, DMV printout, and
own transportation & ins. Must be reliable.
Construction exp helpful. No drugs or alcohol.
Apply in person: RTJJ. EOE (#1)

"When you've exhausted all
possibilities, remember this:
you haven't!" - Robert H. Schuller

GARDENING MAINTENANCE PERSON (2)

Western Environmental Management
Company, Inc.
1250 Birchwood Drive
Sunnyvale, CA 94089
408/744-1980

Attn: Martha Schriener

\$6/hr DOE/DOQ, plus 1 wk vac & 6 hols after 1
yr and company-paid medical insurance after 6
mos (employee-paid ins avail after 60 days).
Work on a crew servicing a gardening route;
mow lawns, trim trees, edge, pull weeds, and
provide general lawn & plant care. Transporta-
tion provided. Hrs 7:30-4 Mon-Fri plus occa-
sional overtime. 29-yr-old industrial & commer-
cial landscaping company requires 4yrs exp,
knowledge of equipment & sprinkler systems,
CDL, DMV printout, and right to work. Must be
hardworking & dependable. Bilingual skills
(English/Spanish) desired. Call for more info:
RTJJ. EOE

HVAC INSTALLER

A & A Air Conditioning & Heating
763 South Auburn Street
Grass Valley, CA 95945
916/273-1301

Attn: Ken Aguilar

Salary DOE, plus medical insurance. Install
heating & air conditioning equipment for resi-
dential & commercial projects. Hrs 8-4:30
Mon-Fri. Company, in business over 30 yrs,
requires sheet metal layout knowledge and
clean DMV printout. Must be dependable,
honest, and in good health. 5-6 yrs experience
preferred. 4-yr apprenticeship schooling a plus.
Call for more information or send resume. EOE

JOURNEY-LEVEL GLAZIER

Classic Glass Company
917 Water Street
Santa Cruz, CA 95062
408/426-3675

Attn: David Rasmussen / Owner

\$14-15/hr DOE, plus benefits (to be dis-
cussed). Submit written application detailing
experience and DMV printout or call for appt:
RTJJ. Install glass, plastics & mirrors in
residential & commercial buildings. Hrs 8-5
Mon-Fri. Well-established, growing company, in
business since the 1930s, installs glass in
cars, houses & offices (including Tiffany,
stained, & custom orders). Must be neat, clean,
punctual, professional, and able to deal with
the public. Prefer 5 yrs exp as glazier. EOE

Challenging Career Opportunities in Central Credit Services

Credit Analysts ♦ Collectors ♦ Customer Service Reps

We offer:

- ♦ 4-day and 5-day FT work week
- ♦ Discount privileges
- ♦ Excellent benefits
- ♦ Competitive salary (\$15,000-20,000/yr)

Apply in person:

EMPORIUM • CAPWELL
20th & Broadway, Oakland, California
(415) 891-5398

EOE M F

JUNIOR ESTIMATOR

Bloodhound Electric, Inc.
237 South Morrison Avenue
San Jose, CA 95126
408/286-8690
Attn: Bill Mara / Vice President
\$18,000-20,000/yr negotiable DOE/DOQ; medical insurance available. Prepare estimates for a full range of commercial, industrial & residential electrical work. Involves local travel for 10-yr-old company. Hrs 8-4:30 Mon-Fri. Must be a highly-motivated team player with excellent organizational skills, knowledge of electrical construction, a professional appearance, CDL, and own transportation. College background preferred. Coursework in electrical services a plus. Experience not necessary; will train the right college graduate. Call for appt (8-4) or send resume; RTJJ. EEO Employer

LANDSCAPE INSTALLATION PERSON (2)

Western Environmental Management Company, Inc.
1250 Birchwood Drive
Sunnyvale, CA 94089
408/744-1980
Attn: Martha Schriener
\$6+/hr DOE/DOQ, plus 6 holidays, 1 wk vacation after 1 yr, and company-paid medical ins after 6 mos. Work with a crew at various locations installing sprinklers & plant material, laying sod, and operating heavy equip such as large tractors & pluggers. Transportation provided. Hrs 7:30-4 Mon-Fri plus occasional overtime. 29-yr-old industrial & commercial landscaping firm req CDL & DMV printout. 4 yrs exp in the field and knowl of heavy equip/sprinkler systems nec. Desire hard-working, dependable, bilingual individuals with wiring & controller experience and right to work. Call for more info; RTJJ. EOE

Do It Now! The people who make things happen share a sense of urgency about getting things done.

SHEETROCK DISTRIBUTOR

Contractor's Building Supply
2958 South Higuera
San Luis Obispo, CA 93401
805/543-6252
Attn: Jeff
\$6/hr and up DOE/DOQ. Deliver & stock sheetrock in residential areas for this supplier of building materials. This is difficult work involving use of a forklift to load vehicles. Hrs 8-4 Mon-Fri; some overtime may be necessary. Requires forklift experience, CDL, and a good driving record. Call for more information or file employer application in person; RTJJ.

YARD PERSON / CLERK

Gridley Home Center
1788 Highway 99
Gridley, CA 95948
916/846-2222
Attn: Jerry
\$4.50/hr. Operate forklift, mix cement, organize yard, stock shelves, provide customer service, operate cash register, make deliveries, operate table saw & radial-arm saw, and load vehicles. Hrs 8-5 with day off during the wk. Home building supply center requires basic math skills, ability to lift 100 lbs, CDL, and clean DMV printout. Must be dependable. Forklift exp & bilingual skills a plus. Apply in person; RTJJ. EOE

Shop Superintendent

Full-time position with large construction company based in Carson City, Nevada. Must be familiar with all phases of shop and equipment maintenance.
Salary \$40,000+ per year DOE plus medical/dental after 6 months.

Call for appt or send resume:

Eagle Valley Construction
5894 Sheep Dr
Carson City, NV 89701
(702) 883-1244

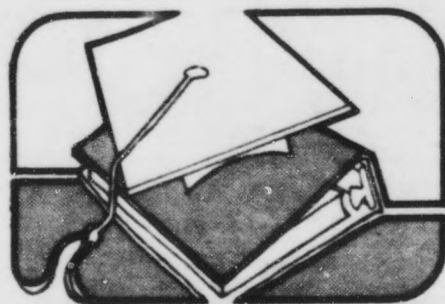
CAREERS

**Hotels • Airlines
Security • Computer
Business Management**

Various assorted entry-level positions. Flexible hours.
\$6 - \$8 per hour.

Hiring Now!

Beginners needed. Will train.
Min requirements, HS Diploma.
Call: (213) 463-0478

**Education/Training****DENTAL ASSISTING, DIRECTOR/INSTRUCTOR**

College of the Redwoods
7351 Tompkins Hill Road
Eureka, CA 95501
707/443-8411 x210
Attn: Connie LaDue / Personnel Office
Regular placement on College salary schedule, plus medical/dental, vision, prescription, and salary continuance insurance. Responsible for day-to-day operation of Dental Assisting program and Dental Health Center; instruct theory, lab & clinical classes. Full-time, sabbatical-leave replacement for spring 1990 semester. Requires current Calif RDA license and current certification (CDA) as awarded by the Dental Assisting National Board. Must possess or be eligible for appropriate CA community college credential. Request job description and College application; file by 5pm 10/27. EOE

**EVALUATIONS CLERK**

San Joaquin Delta College
Administration Building, Room 202
5151 Pacific Avenue
Stockton, CA 95207
209/474-5059
Attn: Personnel Office
\$1544/mo to start. Responsible for the academic evaluation of college transcripts to verify completion of AA degree requirements. Full-time. College with 20,000 day & evening students is located 45 minutes south of downtown Sacramento. Requires knowledge of policies & procedures pertaining to awarding AA degrees, and transfer reqs; ability to perform data entry accurately and retrieve data from computer storage; good math & English skills; and combination of work exp & postsecondary education equivalent to AA degree. Submit application materials including college app by 10/13 (no phone calls). AA/EOE

Midlife career frustration often results from fundamental value changes. Your job must not only be compatible with your values, it must actively help you live by those values, or you will be dissatisfied and restless.

Part-Time Instructors

FALL 1989

West Valley-Mission Community College

Subject	Location	App. Deadline
Art History	MC	10/19/89
Commercial Arts	MC	10/18/89
Medical Assisting	WVC	10/25/89
Mathematics	WVC	11/02/89

Positions require the ability to hold or qualify for a California Community College Credential. Some disciplines require a Master's degree.

West Valley-Mission Community College District is located 50 miles south of San Francisco and to the west of San Jose.

For application and information, call:



(408) 741-2000

LEGAL STUDIES INSTRUCTOR

College of the Redwoods
7351 Tompkins Hill Road
Eureka, CA 95501
707/443-8411 x210
Attn: Personnel Office
Regular placement on salary schedule including medical/dental, vision, prescription, and salary continuance insurance. Teach in and coordinate legal secretarial/paralegal & court reporting programs. Full-time. Must be eligible to obtain or possess CA community college credential in one or more of the 3 program areas. Request job description and college employment application; app materials must be received by 5pm 10/27. EOE

INSTRUCTIONAL ASST III - WRITING LAB

Napa Valley College
2277 Napa-Vallejo Highway
Napa, CA 94558
707/253-3367
Attn: Cathy Briles / Personnel Technician
\$1498-1782/mo. Provide support services for instruction of students in basic skills courses including campus-wide courses requiring writing analysis and all levels of composition. FT, 11 mos/yr. Req knowl of composition terminology, techniques, equip & materials used in writing lab; basic elements of the learning-teaching process; and ability to use various computer hardware/software systems. Must pass a reading, writing & math skills test. Call for job description and required application forms & procedures (resume alone not accepted); file by 10/11. EEO/AA Employer, drug-free workplace.

LIBRARIAN II (CHILDREN'S COORDINATOR)

County of Nevada
Eric Rood Administrative Center
950 Maidu Avenue
Nevada City, CA 95959
916/265-1225
Attn: Personnel Office
\$1714-2084/mo. Children's Librarian position entails coordination of all children's activities for the 3 Nevada County library branches. Full-time. Requires master's in library science, and 2 yrs library experience at level equivalent to Librarian I in Nevada County or 3 yrs exp equivalent to Librarian Asst III in Nevada Co. Submit county application by 4pm 10/13. EOE

People may doubt what you say, but they will believe what you do.

LIBRARY ASSISTANT II

City of Woodland
300 First Street
Woodland, CA 95695
916/661-5811
Attn: Personnel Office
\$1297-1477/mo DOE/DOQ, plus excellent full benefit package including vacation, holidays, sick leave, and medical/dental & life insurance. Perform routine & specialized city library duties. 40 hrs/wk; some revolving shift work. Requires some technical & clerical library experience. Some college-level library coursework desired. Stop by City Hall for application; file by 10/6. AA/EOE

PM TEACHER / PM DIRECTOR (2)

Kensington Nursery School
52 Arlington Avenue
Kensington, CA 94707
Attn: Karen Young
Salary commensurate with exp. Director plans curriculum for up to 28 three to five-yr-olds, supervises afternoon staff, teaches, and works in conjunction with AM director. Teacher helps plan curriculum, teaches, and acts as director in director's absence. Hrs 12-6pm Mon-Fri (director), 11:15-5 Mon-Fri (teacher). Independent, parent-run cooperative utilizes 3 rooms and a church play yard. Req 12 ECE units and 3 admin units. Seeking dynamic, creative & warm individuals. Prefer at least 2 yrs exp for dir. Send cover letter & resume; OUF. AA/EOE

KIDS ON KAMPUS

Now Hiring Teachers for Varying Locations

NEEDED FOR A NON-PROFIT CHILD CARE ORGANIZATION

7 STOCKTON LOCATIONS
11 SACRAMENTO LOCATIONS

Salary DOE + bfts. Must have 12 ECE units or equivalent education determined by community care licensing.

Submit resume to:

**KIDS ON KAMPUS**

Attn: Personnel
2701 K Street, Suite 3
Sacramento, CA 95816

**RESOURCE SPECIALIST - gr K-5 (50%, temp)**

Albany Unified School District
904 Talbot Avenue
Albany, CA 94706
Attn: Personnel
Salary is 50% of \$21,540-32,268/yr DOE & college units (max 5 yrs exp credit). + xint benefits. Provide individual/small group instruction to exceptional students, mostly those with learning handicaps & other disabilities. PT, 10/89-6/90. Req valid CA credential authorizing instruction of learning handicapped and individual/small group instruction; ability to qualify for resource specialist certificate of competence. Appropriate exp preferred. File Albany or CA standard certificated application, current resume, letter of interest, copy of credential (or proof cred is in process), and have placement file sent by 4pm 10/11. AA/EOE

There is never a right way to do a wrong thing.

RESOURCE TEACHERS (2)

Merced County Schools
632 West 13th Street
Merced, CA 95340
209/385-8317
Attn: Henry Valdez / Personnel Analyst
\$24,240-41,345/yr plus xint benefit package. Serve as resource person for classroom teachers & principals and supply services to migrant students. Handle a variety of services that supplement those provided by the school district. Positions located in Madera & Stockton. Full-time; 7 hrs/day, 179 days/yr. County schools help provide services to districts that can't be financed by individual districts. Requires standard elementary or secondary credential and 3 yrs teaching experience. Must be bilingual (Spanish/English). Call for county application; OUF. AA/EOE

TEACHERS OF INFANTS & PRESCHOOLERS (3 part-time)

Southwest YWCA
13500 Quito Road
Saratoga, CA 95070
408/370-1877
Attn: Equoya Thomas / Childcare Director
\$4,75-6.25/hr plus free YWCA membership, program discounts, and retirement plan after 1000 hrs of service. Call for appt or send resume; RTJJ. Supervise 12 preschoolers and 4 infants; submit weekly lesson plans in academic & social skills for preschoolers. 28 hrs/wk; mornings & afternoons avail. California's largest childcare provider also has 6 after-school programs at elementary schools. Requires 12 units ECE (may be completing final 6 units). Must be dependable & flexible and work without constant supervision. Preschool teaching experience a plus. EOE

RESOURCE SPECIALIST TEACHER

FT \$21,784-36,125 (10-mo contract)
Xint bfts for employee & dependents. Pull-out program--work with individual students with special needs in all subjects. Call immediately for application information.

Personnel

COTATI-ROHNERT PARK
Unified School District
325 East Cotati Avenue
Cotati, CA 94928
(707) 792-4713

Campus Children's Center Instructor**West Valley-Mission Community College District**

Full-time, categorically funded. Responsible for providing program supervision & instruction. Req's hold/qualify for Elementary School Credential, Single Subject Elementary School Credential or CCCIC-Nursery/Preschool Education.

Application Deadline: 10/12/89

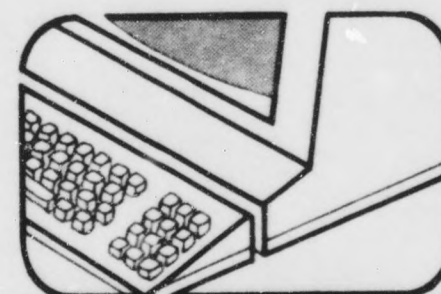
For application and information, call



(408) 741-2000

**TEACHER - ESL (part-time)**

Albany Unified School District
904 Talbot Avenue
Albany, CA 94706
Attn: Personnel
Salary is 20% of \$21,540-32,268/yr depending on experience & college units (maximum 5 yrs exp credit; current salary adjustment pending due to contract settlement); excellent benefits available. Duties include teaching 1 period of ESL in a middle school. 20% position requires possession of valid CA teaching credentials which allow teaching ESL. File Albany or CA standard certificated application; current resume; letter of interest; copy of credential (or proof that credential is in process); and placement file by 4pm 10/11. AA/EOE

**Electronics/Data Processing****COMPUTER TECHNICIAN**

Jaco Computer Products
528 Weddell Drive, #3
Sunnyvale, CA 94089
408/734-1248
Attn: Chin Su / Sales Manager or Jimmy Lee
\$800-1200/mo DOE; benefits available. Answer customers' technical questions; assist with computer assembly and in areas of general technical support. Hrs 9-5 or 6 Mon-Fri. Computer wholesaler & retailer sells systems & accessories. Computer science background and 6 mos to 1 yr experience preferred. Call for appt or send resume; RTJJ.

Failing to plan is planning to fail.

DATA PROCESSING SPECIALISTS

Professional Computer Resources
200 Corporate Point, Suite 4665
Culver City, CA 90230
213/568-1030
Attn: Michael Crouch
\$30/hr plus vacation, medical/dental & life insurance. Responsible for programming of assigned financial applications. Flexible hrs 8-5 Mon-Fri. Leading computer consultant and supplier of data processing personnel has been in business 10 yrs. Requires at least 3 yrs experience. Must be conscientious, dependable, and have a professional appearance. Call for appointment; RTJJ. M



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On-The-Air or Behind-The-Scenes

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RADIO • TV • VIDEO

Free Information Mailed Today
916-487-2346

NATIONAL BROADCASTING SCHOOL
3000 Arden Way
Sacramento, CA 95825

MACINTOSH COMPUTER OPERATOR

Hironimus Press
1580 Hutton Street
Oroville, CA 95965
916/533-3333
Attn: Carmen

\$5/hr negotiable DOE/DOQ, plus vacation & holidays. Perform desktop publishing work using Macintosh & PageMaker 3.0, do layout, train to use Linotronic 300, and scan photos & linework. Great opportunity to learn all aspects of desktop publishing with the latest high-tech equipment. 40 hrs/wk Mon-Fri. 13-yr-old printing company produces brochures, books, and a variety of projects. Must be reliable, team oriented, proficient in PageMaker 3.0 with Macintosh, and have integrity. College students welcome (work around school schedule). Call for appt (8:30-5:30); RTJJ. EOE

PROGRAMMER

Explosive Technology, Inc.
P.O. Box KK
Fairfield, CA 94533
Attn: Kelley Solari

Salary DOE, plus benefits including paid relocation expenses. Program business applications & perform data processing systems work in the DP department of this manufacturer/developer of explosive-actuated products for the aerospace industry. Full-time. Prefer BS degree in computer science or related field; minimum 3 yrs programming exp; programming exp with HP3000 hardware, FORTRAN & Rapid Transact; and a working knowledge of business-associated applications in manufacturing/research & development operations. Send resume. AA/EOE M/F/H/V

Dressing for a personnel interview is largely a matter of common sense. Don't wear flashy clothes that look like you're heading for a cocktail party right after the interview. Dress neatly in clothing that suggests good business practices.

PROGRAMMER

Palomar Software, Inc.
2964 Oceanside Boulevard, Suite D
Oceanside, CA 92054
619/721-7000
Attn: Julie McKeehan / Production Dev Dir

\$28,000-35,000/yr DOE/DOQ, plus vac, hols, sick lv, and med ins after 90 days. Organize, define & write programs on Macintosh for color graphics products. 40 hrs/wk; very flexible (start when you want and set own hrs). Expanding software company has a friendly, informal environment. Req bachelor's in computer science; ability to interpret codes and concentrate on work; and right to work. Proficiency in 'C' Pascal a definite plus. Experience preferred, but will consider entry-level. Send resume asap; RTJJ.

SYSTEMS ENGINEER

MISI Company Ltd.
19401 South Vermont Avenue, Suite F-104
Torrance, CA 90502
213/516-1402
Attn: Terri Cantlay / HR Officer

\$25,000/yr and up (negotiable) plus medical/dnt, vis & life ins, profit sharing, vac, hols & sick leave. Conduct site surveys, install software & hardware, and provide overall on-site systems mgmt for international computer solutions company (IBM, VAR & SSA-affiliate). Hrs 8:30-5:30 Mon-Fri + OT as nec. Requires CDL, DMV printout, 5-8 yrs ops exp, 4+ yrs exp & software package installation exp with IBM mid-range, good oral & written communication skills, and right to work. Knowledge of BPICS software and familiarity w/RPG-3 or CL a plus. Call for more info & appt or send resume w/refs; RTJJ. EOE

FIELD SERVICE TECHNICIAN

Reqs: A in electronics, or equiv and 2 yrs exp. Excellent interpersonal skills necessary for field service duties. Must have exp in repairing personal computers, peripherals and other data processing equipment to board level. Responsibilities include installation, testing, configuration and repairs. Familiarity with prevalent software packages, ie. spreadsheets, word processing and communications is desired. We offer an attractive starting salary, excellent company-paid benefits pkg and a 37.5-hr work week.

For consideration, please send resume with salary history to: Sheila Pittman

1164 Triton Drive
Foster City, CA 94404
EOE M/F

LEASAMETRIC/DATA

COMMUNICATIONS, INC.

TECHNICAL SUPPORT ENGINEER

The Santa Cruz Operation, Inc.
400 Encinal Street / P.O. Box 1900
Santa Cruz, CA 95061
408/425-7222
Attn: Michael McNeal / Human Resources

\$25,000+/yr DOE/DOQ, + 10 days vac, paid hols, sick leave, choice of medical plans, and dental ins. Work with engr users to solve tech problems using UNIX programs and troubleshoot/diagnose software problems when nec. Positions in UNIX, systems dev, and ofc automation groups. FT or PT betw/8-5 Mon-Fri (flex). 10-yr-old software firm req deg in computer science or equiv exp; 1-5 yrs exp diagnosing computer software systems and working w/UNIX; practical computer programming exp; and ability to work in a fast-paced setting. Must have good com skills and RTW. Call for info or send resume; RTJJ. EOE

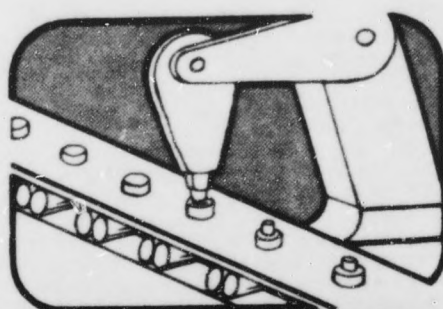
"The world is filled with willing people; some willing to work, the rest willing to let them."

- Robert Frost

TECHNICAL MARKETING ENGINEER (several)

The Santa Cruz Operation, Inc.
400 Encinal Street / P.O. Box 1900
Santa Cruz, CA 95061
408/425-7222
Attn: Michael McNeal / HR Department

\$50,000+/yr DOE/DOQ, + 10 days vac, paid hols & sick lv, choice of 2 med ins plans, and dnt ins. Evaluate competing products with respect to features, price & performance; execute necessary licensing agreements; and interact with sales team, engineering dept, and the general marketplace. Hrs 8-5 Mon-Fri. 10-yr-old software firm has sales of \$100 million. Req 5-8 yrs exp in computer apps or systems software, strong technical knowl of UNIX, good tech presentation & communication skills, marketing knowledge, and RTW. Knowledge of PC architecture a plus. Call for more info or send resume; RTJJ. EOE



Industrial

BIO-RAD

ENTRY-LEVEL ASSEMBLER

Bio-Rad Laboratories, Inc.
1000 Alfred Nobel Drive
Hercules, CA 94547
Attn: Human Resources, Department 1121

\$6/hr to start. Continued growth at this leading biotechnology company has created the need for packaging & assembly staff. Join us as we continue to manufacture products for humanity. Full-time positions with an easy North Bay commute. Requires a HS education or equivalent and at least 1 yr work experience in a manufacturing environment. We are looking for well-groomed, motivated people who want to begin a career with a company that has over 30 yrs growth & stability. Send resume & salary history. AA/EOE

Plant Operator I/II

I - \$1743-2129 II - \$1927-2353

Plant Operators, under general supervision, operate, inspect and perform routine maintenance on a variety of plant equipment in connection with the continuous operation of a wastewater treatment plant. Plant Operator I req's graduation from high school. 1 yr of mechanical or related exp is desirable. Plant Operator II req's grad from high school and 1 yr exp in the operation of a wastewater treatment plant equiv to the City's class of Plant Operator I. Plant Operator I must possess a CA Wastewater Plant Operator I Certificate. Plant Operator II must possess a CA Wastewater Plant Operator II Certificate. Official City of Stockton applications must be received or postmarked no later than October 13, 1989. Applications may be obtained from:

City of Stockton
Personnel Department
425 N. El Dorado St
Stockton, CA 95202
(209) 944-8233

Alternative Action Equal Opportunity Employer

INSPECTOR SPECIALIST

Explosive Technology, Inc.
P.O. Box KK
Fairfield, CA 94533
Attn: Kelley Solari

Salary DOE, plus benefits. Manufacturer of explosive-actuated devices for the aerospace industry is seeking an individual familiar with quality assurance procedures to perform tool/gage calibrations per mil-std 45662. Full-time Mon-Fri. Must be able to inspect machine parts, understand inspection criteria from mechanical drawings, and maintain records. HS education/GED and 9 yrs experience (including 3 yrs in calibration) required. Qualified applicants only need apply. Send resume. EOE M/F/H/V

LARGE & SMALL BOOK BINDERY MACHINE OPERATORS (2)

Hart Bindery
1622 Remuda Lane
San Jose, CA 95112
408/436-0808
Attn: Bruce

\$10+/hr DOE (large); \$6+/hr DOE (small), + bfts (if FT). Large book machine operator will handle flat paper; operate collator, folder, cutter; & work on large computer books. Small book machine operator will run hand punching & closing machine at a steady, fast pace and do some boxing & hand insertion. Room for advancement. Flex PT; 4+ hrs/day (to be arranged); 2 shifts avail. 6-yr-old computer tech specialty bindery req 3-5 yrs exp op/setting up collator, folder & cutter machines (large); 2-3 yrs op small hand punch and closer (small). Must be dependable, hardworking, and have RTW. Call for info. EOE

LAYOUT PERSON

OHI Company
Stockton, CA 95206
209/466-8921
Attn: Personnel

Excellent wages plus benefits. Journey-level sheet metal layout person needed to set up & operate shears and press brakes. Full-time position with privately owned firm (in business since 1970) requires 4-5 yrs triangulation and radial line development experience. Must be able to read prints and do own take-offs. Call for more information.

MACHINIST

Argus Manufacturing Company
550 Vermont Street
San Jose, CA 95110
408/293-3700
Attn: Mahmoud Pazdel

\$12-16/hr negotiable DOE, plus vacation, holidays & medical insurance after 90 days or successful completion of probationary period. Seeking a manual lathe & mill operator. Hrs 7-3:30 Mon-Fri; overtime may be required. Busy 20-yr-old firm manufactures machine parts for the aerospace, high-tech & other industries in the US. Requires minimum 5 yrs journey-level machinist experience and verifiable references. Knowledge of welding a plus. Call for appt or send resume; RTJJ.

POLY FABRICATOR

Ultra Fab Technology, Inc.
911 McLaughlin Avenue
San Jose, CA 95122
408/286-4964
Attn: Peggy Connolly / Office Manager

\$5-16/hr DOE/DOQ, plus negotiable benefits after 90 days. Call for appointment; RTJJ. Weld polypropylene into wet process stations for high-tech industrial use. Hrs 7-3:30 Mon-Fri plus occasional overtime. 8-yr-old manufacturing company, family-owned & operated, is seeking a team player who is reliable & personable. Poly welding experience required. HS grad or equivalent preferred. EOE

Waste Water Treatment Plant Operators

The cities of Millbrae, San Mateo, Sunnyvale, and South Bayside System Authority & Sewer Authority Mid-Coast Side (Half Moon Bay) are currently conducting a joint recruitment for the following position:

OPERATOR-IN-TRAINING

6-12 mos experience in handling mechanical equipment & tools. Position requires shift work.
Salary: varies depending on agency.

Deadline for receipt of applications: 5pm, 10/18/89.

For information/applications, call:

Millbrae	(415) 259-2335
San Mateo	(415) 377-3359
SAM	(415) 726-0124
SBSA	(415) 591-7121
Sunnyvale	(408) 730-7490

Must be U.S. citizen or able to prove legal right to work in U.S.A.

EOE M/F/H/V

BIO-RAD

MATERIAL PACKERS/HANDLERS

Bio-Rad Laboratories, Inc.
1000 Alfred Nobel Drive
Hercules, CA 94547
Attn: Position #CJJ 116/223/221

\$6/hr to start. Package merchandise and work with various production departments. Full-time. High-growth company is a recognized leader in chemical separations, clinical diagnostics, and analytical instrumentation. As we grow, so does our need for people who want to learn our company & products from the ground up. Entry-level position requires experience in a production environment. Stock work or industrial experience helpful. Send resume or apply in person. EOE

PRESSPERSON

Hironimus Press
1580 Hutton Street
Oroville, CA 95965
916/533-3333
Attn: Carmen

\$6/hr negotiable DOE/DOQ, plus vacation & holidays. Operate AB Dick 360 press and do black & 2-color work. Hrs 8:30-5:30 Mon-Fri. 13-yr-old printing company produces brochures, books, and a variety of projects. Requires min 2 yrs AB Dick 360 press experience. Must be reliable, team oriented, and have integrity. Call for appt (8:30-5:30); RTJJ. EOE

PRODUCTION PRINTER

Silicon Valley Screen Printing
2419 Zanker Road
San Jose, CA 95131
408/954-0250
Attn: Karen Conrad

\$4-7/hr. Apply in person; RTJJ. Operate an automatic silk screening machine, pull a squeegee, and occasionally box & sort products. 11-person shop (which hasn't laid off a single employee since its inception 3 yrs ago) prints textiles, with existing/custom designs, for wholesale. Full-time, day hrs Mon-Fri (plus occasional overtime). Must be able to read, write & speak English. Training provided.

All problems become smaller when you confront them.

PRODUCTION/MATERIAL CONTROL MGR

Ambassador Industries
2754 Temple Street
Los Angeles, CA 90026
213/383-1171
Attn: Mike Lahav / Exec Vice President

\$30,000+/yr DOE/DOQ, plus vacation, holidays, and sick leave; medical/dental ins available. Report directly to president. Supervise approx 20 employees and production of vertical blinds, pleated shades, and drapery hardware products; purchase materials & supplies. Hrs 8-5 Mon-Fri plus overtime as necessary for established (over 40 yrs) high-quality window covering manufacturer. Must be a strong leader with 4-5 yrs experience in the industry and good communication skills. Business or engr grad preferred. Call for appt or send resume; RTJJ.

PROTOTYPE WELDERS

Touche Manufacturing
1875 Dobbin Drive
San Jose, CA 95133
408/272-5700
Attn: Emily

\$7-14/hr DOE, plus medical/dental ins, vacation, and holidays. Weld precision sheet metal enclosures following blueprints. Hrs 7-3:30 Mon-Fri. 130-person company, in the San Jose area 15 yrs, has modern facilities and state-of-the-art equipment. Requires 2-5 yrs welding experience. Must be dependable, organized & exact. Mig & Tig welding training provided. Call for appt or apply in person; RTJJ. AA/EOE

**Agency Owner/Operator**

We're looking for ambitious self-starters as agency operators in Solano County. Unlimited income potential. If you're tired of someone else controlling your success, call:

Randy, Dick or Garry
Career Development Mgrs
(707) 429-5963

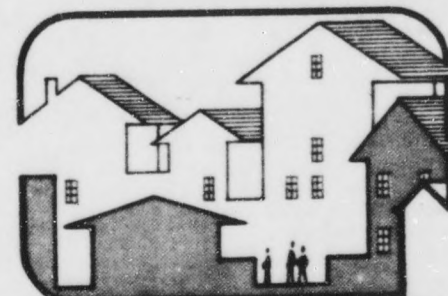
Must be U.S. citizen or able to prove legal right to work in U.S.A.

EOE M/F/H/V

**WATER PLANT OPERATOR III**

Alameda County Zone 7
5997 Parkside Drive
Pleasanton, CA 94566
415/484-2600
Attn: Personnel

\$2859-3001/mo + 5% for Grade IV certificate; excellent benefits. Under general supervision, operate & maintain an 11 or 18-mgd (million gallons/day) dual media water treatment plant, treated water distribution system, or 9-mgd wellfield. FT. Requires Grade 3 or higher water treatment operator certificate issued by the state of CA and 2 yrs recent experience operating water treatment plants. Call for application; file by 11/3. EOE

**Insurance/Real Estate****ADMINISTRATIVE ASSISTANT (part-time)**

Financial Freedom Security
333 Hegenberger Road
Oakland, CA 94621
415/635-3688
Attn: Darlene Johnson

\$6-7/hr to start DOE, plus med/dnt, vis & life ins, vac, hols & sick lv after becoming FT. Process client applications; responsible for phones, computer work, light typing & filing, and setting appointments. May work into office manager position. PT, 8-1 Mon-Fri; will work into full-time. Fast-paced Fortune 500 company expanding into CA provides financial & insurance services. Req IBM computer exp (Word Perfect, Quattro, Lotus 1-2-3) and xint phone voice. Must be people & detail oriented. Life & disability license helpful. Some college desired. Call for more info (8-1 Mon-Fri) or send resume. EOE

AGENCY SALESPERSON (part-time)

Farmers Insurance Group
1471 Saratoga, 2nd floor
San Jose, CA 95129
408/252-7770
Attn: John Taylor

\$30,000+/yr guaranteed commission; group benefits available. Sell multi-line auto, commercial & life insurance; generate leads door-to-door and over the phone. PT training hrs 6-9pm Mon-Fri; set own hrs after training. Potential for full-time position with the nation's 3rd-largest & fastest-growing ins company (\$10 billion in assets). Must be ambitious, outgoing, disciplined, and have own transportation. 4-yr education preferred. Some sales exp helpful. Call for appt or apply in person; RTJJ. AA/EOE

ALL LIFE AGENT (several)

Associates Insurance Marketing
Concord, CA 94520
415/676-2220
Attn: Mr. Spencer

Agent financing plan (weekly commission check); high income. No prospecting (qualified leads). Proven method of mass marketing. A unique marketing concept. Unsurpassed marketing support. Easy to sell life insurance plan. Minimal client servicing required. IMPOS-SIBLE?? No, it's working nationwide. We're absolutely serious. NO BULL! If you are interested in the kind of oppty most agents dream about, prepare to get excited! We have immediate FT openings in your area. (Assistance in obtaining Life & Disability license avail.) Put yourself in the right place at the right time. Call for appt.

**CAREER OPPORTUNITY**

Build your own insurance agency with Farmers Insurance Group. \$2500 a month for first 2 years with college degree, when you qualify. Complete training and education provided.

For confidential interview, call
Paul Hook or Doug Dillard

(916) 966-5666

CAREER AGENT (several)

Prudential Insurance & Financial Services
2105 South Bascom Avenue, Suite 165
Campbell, CA 95008
408/371-8680
Attn: Bea Oats / Recruitment Coordinator
Unlimited income potential; up to \$28,000/yr to start (with established weekly draw). Full benefits upon completion of training (10-15 wks) and transition to full-time. 30-yr-old branch office seeks an energetic person to provide financial planning services, marketing our portfolio. FT, flexible schedule depends on client availability. Must be highly motivated, success-oriented & career-minded and obtain insurance license. Requires CDL, ins. and own transportation. No experience necessary; will train the right person. Call for appt or send resume; RTJJ. EOE

CASUALTY PRODUCERS (2)

Farmers Insurance
2875 Moorpark Avenue, Suite 205
San Jose, CA 95182
408/244-0111
Attn: Gail Troy / Owner
Commission only; \$2000-3000/mo potential income. Call for appt; RTJJ. Leads provided to sell casualty insurance by appt in the San Jose area. Independent contractor for Farmers Insurance. FT or PT, flexible hrs. Must have (or be able to obtain) fire & casualty insurance agent license. Requires own transportation. Must be US citizen.

FINANCIAL / PROFESSIONAL SALES

Paul Revere Insurance Group
1735 North First Street, Suite 310
San Jose, CA 95112
408/453-1400
Attn: Lance Lastinger / Manager
\$50,000 potential 1st-yr income plus superb benefits. Call for confidential interview; RTJJ. Assist clients with financial planning matters, including life, health & disability insurance claims; securities; and investments. Successful candidate will be thoroughly trained on a professional basis to represent this respected financial planning organization. Hrs 8-5 Mon-Fri. Should be goal-oriented, with outstanding communication & sales skills, and have a successful track record.

FINANCIAL SERVICES SALESPERSON

Jefferson-Pilot Financial Services
350 University Avenue, Suite 270
Sacramento, CA 95825
916/927-5563
Attn: Dave Borges / Regional Agency Mgr
Base salary plus bonuses. Outstanding financial sales position offers an excellent opportunity with a large corporation. Full-time position. Must be a local resident with managerial ability & ambition. Business or sales background helpful. Comprehensive 2-yr training program provided. Call for personal interview (9-11am).

INSURANCE AGENT (several)

Farmers Insurance Group
San Jose, CA 95128
408/249-8182
Attn: Cathie
Up to \$30,000/yr to start including commission. Looking for a motivated person to market our life, fire & auto insurance to individuals. Local travel. Full-time, flexible hrs based on client availability. 24-yr-old district office requires CDL, own transportation & insurance. Must be well organized, energetic, willing to work hard, and have a professional appearance. Will be required to obtain insurance license. No experience necessary; will train the right person. College graduate preferred. Call for appointment; RTJJ. EOE

LOAN AGENTS (6)

Northwest Mortgage
2444 Moorpark Avenue
San Jose, CA 95128
408/293-3085
Attn: Bruce
50% commission on all sales. Call for appt or send resume; RTJJ. Independent contractor will work in the field with realtors, clients and the public. Duties include taking loan applications, new account development, and follow-up for this growing mortgage lending firm. Full-time, 8-5 Mon-Fri or set own hours. Some leads provided. Requires current (or in the process of obtaining) real estate license and a HS diploma. Must have own transportation.

♦ INSURANCE ♦**Health Claim Processors
Entry-level Light Clerical**

For Nationwide health insurance company. Claims exp desirable and on-line exp helpful. Excellent advancement opportunities. 37-hr workweek. Competitive employee pkg. Other positions available. Extensive training provided.

**LINCOLN
NATIONAL**
LIFE INSURANCE
COMPANY

3875 Hopyard Road
Pleasanton, CA 94566
Send resume or call Darla at:
(415) 847-7497

EOE

LOAN & INVESTMENT OFFICERS (2)

Towne & Country Mortgage Company
4375 Capitola Road
Capitola, CA 95010
Attn: Paul Costa / President
Commission only (paid weekly); medical/dental, vision & life insurance available. Send resume or apply in person; RTJJ. Loan agent will work with non-conforming & hard money loans and trust deed investments. Investment officer will work with clients seeking short-term, high-yield trust deeds. Clients include trusts, qualified & non-qualified pension plans, and individuals. Market includes Monterey, SF Bay Area, and Northern Calif. FT, flexible; work own hrs & days. Mortgage company has a 10-yr track record. Req RE lic, high integrity, good work ethic, CDL, ins. and some related exp.

LOAN OFFICER (3)

Pacific Inland Financial Inc.
2571-A Main Street
Soquel, CA 95073
408/475-2600
Attn: Jim / President
Commission only (based on minimum 50% split) paid weekly; employee-paid medical/dental, vision & life ins available. Call for appt; RTJJ. 3.5-yr-old mortgage company seeks individuals to originate loans; solicit own leads from real estate agents; refinance & originate home loans; make loan calls; and interact with real estate agents & clients. Work in San Jose or Soquel. Full-time, flexible hrs & days. Requires real estate license. Must be outgoing, aggressive, and willing to train newly licensed agents.

To succeed, do the best you
can where you are with what
you have.

LOAN OFFICER (5)

Tamda Financial Group
1361 South Winchester Boulevard, Suite 210
San Jose, CA 95128
408/370-9511
Attn: Chrys
Earn up to \$30,000/yr and more (up to 70% commission); medical/dental insurance available. New organization that provides residential & commercial loan processing services is seeking a highly motivated person to assist clients in loan package selection. Local travel required. Hrs 8-5 Mon-Sat (Sun & 1 other day off). Must be a well-organized team player with a professional appearance, real estate license, CDL, own transportation and insurance. Exp not required; will train an energetic person. Chinese, Filipino, or Spanish-speaking a plus. Call for appt or send resume; RTJJ. EOE

Allstate®**NEIGHBORHOOD OFFICE AGENT**

Allstate Insurance
1750 Howe Avenue, Suite 300
Sacramento, CA 95825
800/234-1598
Attn: Tom Egger / Recruiting Specialist
Unlimited earning potential + exceptional bfts. Looking for individuals to open their own ofc, selling multi-line ins products and servicing customer accts. Must have entrepreneurial spirit and like the advantages of self-employment, but also recognize the bfts associated with working for a major corp. Allstate provides training, furniture, office supplies, expense allowance, 17-mo salary guarantee, and much more! You provide professionalism and motivation to succeed. Opportunities in Kern, Sacramento, Fresno & Ventura Counties. 4-yr college degree preferred. Call or send resume. AA/EOE M/F/V

REAL ESTATE AGENT

Help-U-Sell
2295-C Feather River Boulevard
Oroville, CA 95965
916/532-9393
Attn: Ed Becker / Broker
Commission only; income depends on your motivation. Work as an independent contractor. Develop prospects; market all types of real estate, land, and commercial & residential properties; and close sales. Relocate to a close-knit community with excellent recreational opportunities and a low cost of living. Hrs 9-5 Mon-Fri and 10-4 Sat. Company has been serving Gridley & Oroville for 4 yrs and handles all advertising & mass mailers for clients. Requires real estate license. Must be self-motivated. Call for appt; RTJJ. EOE

REAL ESTATE ASSOCIATES (10)

Gillman Griffin & Company
10880 Wilshire Boulevard, Suite 200
Los Angeles, CA 90024
213/470-1781
Attn: Steve Nardi / Sales Manager
\$75,000+/yr potential based on a progressive commission split. Call for appt or info; RTJJ. As an independent contractor, responsible for home & condominium sales, resales & leasing. Flexible hours & days. Successful mid-size Westwood firm has been in business for 20 yrs. Daily travel in LA area is required. Must have CA Real Estate license, transportation with insurance, and CDL. Candidate should be aggressive, dedicated & hard-working. Exp preferred; training provided. Great opportunity for new licensees. Must show proof of right to work. AA/EOE M/F/H/V (#10)

REAL ESTATE SALESPERSON

Medley Realty
1020 Market Street
Redding, CA 96001
916/241-9390
Attn: Bob Edmondson
\$25,000/1st year commission DOE/DOQ. Company is increasing sales force to handle this year's sales bonanza. New agents receive extensive training using the newest teaching aids available; formal & informal classes, in the field, and one-on-one. Flexible FT. Must be career oriented, motivated, and have CDL & own transportation. Real estate license desirable, but unlicensed candidates are also encouraged to apply. Call for appointment and more information or send resume; RTJJ. EOE

SALES ASSOCIATE (3)

Business Team Inc.
3031 Tisch Way, #400
San Jose, CA 95128
408/246-1102
Attn: Bob Brooks / Vice President
Commission only (\$20,000-50,000+/1st yr potential + bfts available). As an independent contractor, prospect for listings from businesses & buyers. Flexible full-time. Largest independent brokerage firm in CA has been in business since 1981. Real estate license, CDL and insurance required. Must be an aggressive problem-solver who is willing to learn and able to work with people and inspire trust. Call for appointment or send resume; RTJJ. EOE M

SALES ASSOCIATE TRAINEE

Realty World Masters & Associates
7450 North Fresno Street
Fresno, CA 93710
209/435-3811
Attn: Rene L. Salazar, Sr. / Broker-Owner
Straight commission; average \$25,000-35,000 1st yr. Benefits available. Call for appt; RTJJ. Work as a real estate broker; list & sell residential and commercial property. International company is developing a full sales & appraisal staff in this new location (fully computerized office). Great entry-level RE opportunity. FT, flexible hrs. Must be motivated & well-disciplined. RE major preferred. Degree in any field a plus. Full, 200-hr training program offered including selling & management skills (\$160 cost for materials). College students encouraged to apply. EOE

SALES REPRESENTATIVE

New England Financial
1300 Ethan Way, Suite 400
Sacramento, CA 95825
916/920-3560
Attn: Gene Hughes
Salary plus commissions and benefits. Sell insurance, mutual funds, stocks, bonds, and other financial services to individuals & businesses in the Sacramento area for this nationwide insurance company. Hrs 8-5 Mon-Fri; schedule may vary. No experience necessary. Please call more information and appointment or send resume; RTJJ.

SELF STORAGE MANAGER

AAAAA Rent-A-Space
4545 Crow Canyon Place
Castro Valley, CA 94552
Attn: Steve Friedman
\$1600/mo plus apartment, incentive program after 90 days, vacation, holidays, sick leave, Kaiser medical, and dental & vision insurance. Full-time position available in San Leandro renting storage space and collecting rent; live on-site. In business 17 yrs, computerized company has locations throughout the Bay Area and an office in Hawaii. Must be dependable, organized, and people oriented. Property management or real estate experience helpful but not required. Couples encouraged to apply. Send resume. EOE

**DISTRICT
ATTORNEY I-III**

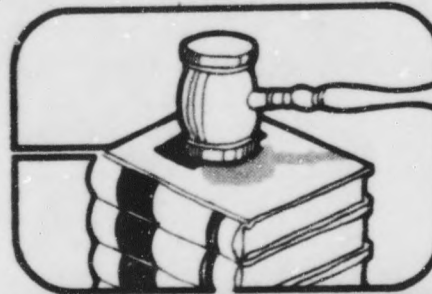
I- \$28,929-35,279
II- \$33,571-40,943
III- \$40,943-49,930

The Tulare County District Attorney invites you to apply for the position of Deputy District Attorney. This challenging position offers a competitive salary and benefits, plus excellent career opportunities.

Tulare County is centrally located and offers both urban and rural lifestyles, excellent schools, affordable housing and a wide range of recreational opportunities. Obtain and submit application materials to:

**Tulare County
Personnel**
2900 W. Burrell
Visalia, CA
93291-4583
(209) 733-6266

Equal Opportunity Employer

**Legal/
Public Safety****ANIMAL CONTROL OFFICER - SENIOR**

Sacramento County Employment Office
710 J Street
Sacramento, CA 95814
916/440-5593
Attn: Personnel
\$1851-2252/mo plus excellent benefit package. Perform sensitive, difficult, and/or complex animal control activities; monitor & give work direction to animal control officers in animal control center and field enforcement activities; and handle other related duties. Full-time position requires 1 yr experience as animal control officer in Sacramento County or 2 yrs paid experience in animal control work. Call for more information or apply in person by 10/18. AA/EOE

BUILDING INSPECTOR I/II/III

El Dorado County
330 Fair Lane
Placerville, CA 95667
916/621-5565
Attn: Personnel Department
\$1629-1930/mo (level I), \$1886-2246/mo (level II), \$2056-2454/mo (level III), depending on experience/certification of successful candidates; plus fully-paid 7% PERS. Skilled bldg inspectors needed in fast-growing county between Sacramento and Lake Tahoe. FT. Minimum requirements are HS grad or equiv plus one of the following: Bldg Inspector training course; ICBO cert; or at least 3 yrs journey-level experience as carpenter, electrician, or plumber, and completion of apprenticeship program (or equiv exp). Higher levels require more advanced qualifications. File county application by 10/20. EOE M/F/H

BUILDING TECHNICIAN I

Placer County
175 Fulweiler Avenue
Auburn, CA 95603
916/889-4060
Attn: Personnel Office
\$1758-2137/mo plus benefits. Under supervision, issue building permits and provide information or explanations on building code, county ordinances, and requirements as related to the building permit process. Full-time. Requires 2 yrs responsible clerical experience with heavy public contact involving an application permit process, including interpreting rules, regulations & laws, and issuing permits in a public works or building-related agency. Call for more information or apply in person; file by 10/6. AA/EOE

COURT REPORTER (Unclassified)

Placer County
175 Fulweiler Avenue
Auburn, CA 95603
916/889-4060
Attn: Personnel Department
\$2532-3078/mo plus excellent benefit package. Under general supervision, provide court reporting services for the municipal court and other agencies as required; make verbatim records of assigned proceedings and furnish transcripts as required. Full-time Mon-Fri. Requires CA-certified shorthand reporter with 2 yrs experience as a shorthand reporter (in court or related proceedings in CA). Call for more information or apply in person by 10/12/89. AA/EOE

POLICE OFFICER TRAINEE

Oakland Police Department
455 7th Street, 1st Floor, Room 120
Oakland, CA 94607
415/273-3338
Attn: Recruiting Unit
\$2613/mo during 21-week training academy, \$2736-3300/mo after graduation; xint bfts incl 3-5 wks vac and \$550 uniform allowance. Patrol designated areas, protect people & property, respond to emergency calls, and perform related tasks. FT, 5 days/wk. Full-service police dept provides a variety of special services. Req HS diploma/GED; proportionate weight/height: 20/100 vision correctable to 20/20 in one eye and 20/30 in the other with no color deficiencies; valid unrestricted CDL. Must be a US citizen, at least 20.5 yrs of age with no felony convictions. Call or apply in person (refer to this ad).

PROBATION OFFICER

Alameda County Probation
400 Broadway / P.O. Box 2059
Oakland, CA 94604-2059
415/268-7252
Attn: Personnel
\$1168/biweekly + good benefits including safety retirement. Serve the courts by performing investigative/supervisory work with adult & juvenile offenders. Prepare court reports, report law violations, and counsel youth. FT. Requires BA degree AND 1 yr casework experience dealing with pre-delinquent or criminal persons. Must be a US citizen, 21 yrs of age, and have CDL and no felony convictions. Call for more information or apply in person. AA/EOE

WANTED

**CONTRA COSTA COUNTY
SHERIFF'S DEPARTMENT
NOW HIRING
(415) 646-2400
TESTING OCTOBER 21st**

SECURITY OFFICER

Vanguard Security Services
3951 Performance Drive, Suite A
Sacramento, CA 95833
Attn: Receptionist

\$5-7.20/hr depending on site, plus supplied uniforms, medical/dental & vision insurance, 1 wk vacation after 1 yr, and credit union. Work for Sacramento's largest contract security firm. Observe, secure & report activity in shopping malls, business offices, hospitals, and industrial sites; file daily activity & incident reports. No weapons required. Full or part-time; hrs & days depend on site. FLEXIBLE HRS TO FIT COLLEGE SCHEDULE. Requires own transportation and in-residence telephone. Must be at least 18 yrs of age. No experience necessary; will train. Apply in person.

Your resume is a reflection of you. It often reveals how you think, how well organized you are, and how effectively you can communicate.

SECURITY OFFICERS

Central Security Patrol
1201 West 190th Street
Gardena, CA 90248
213/327-1321

Attn: Jack Lieurance/Asst Operations Mgr
Up to \$6/hr DOE/DOQ, plus credit union membership. Guard duties vary depending on location; involves walking, driving golf carts, and stationary posts. 24-hr operation; all hrs available. Company has been in business 10 yrs. Requires valid guard card, telephone, CDL, and own transportation. Must have a positive attitude. Apply in person or call for appointment (no resumes please). RTJJ.

**SECURITY OFFICERS**

ACSS
3375 Scott Boulevard, Suite 136
Santa Clara, CA 95054
408/748-7622
Attn: Lou Rose

\$6.25-8.50/hr plus med/dental & life ins, credit union, and uniform allowance. Protect industrial & high-rise sites. Immediate openings in SF, Oakland, Foster City, Menlo Park, San Jose, and Santa Clara. Excellent opportunity for advancement. Full or part-time; all shifts available. Must be at least 18 yrs old and have a neat appearance and good writing & communication skills. No experience necessary; fully-paid training provided. Call for more information or apply in person (8-4). EEO Employer M/F/V/H

**SECURITY OFFICERS**

ABM Security Services
333-A Fell Street
San Francisco, CA 94102
415/864-1709

Attn: Personnel Department
\$5.8/hr depending on job site (\$5.50 during training) + uniform allowance & med/dental/life ins. ABM Security Svc needs you to protect mfg & industrial sites, high-rises & shopping centers. Room for advancement for xint employees. FT/PT flexible day, swing, or grave shifts, Mon-Sun. A division of American Building Maint. firm (in business 75 yrs) protects 50+ Bay Area sites. No exp required; will train for guard card. Must be 18 yrs old and have a neat appearance & good com skills. Call any time for more info or apply in person (8-4 Mon-Fri). Students, seniors & military personnel encouraged to apply. EOE M/F

Law Enforcement**◆ Now Hiring ◆****Sheriff's Dispatcher**

(I) \$2253-2484/mo
(II) \$2351-2857/mo
Training provided
Final filing: continuous

Contra Costa County Sheriff's Department

651 Pine Street, Room 103
P.O. Box 391
Martinez, CA 94553
(800) 537-2677

Evaluating Top Management

by Marilyn Moats Kennedy

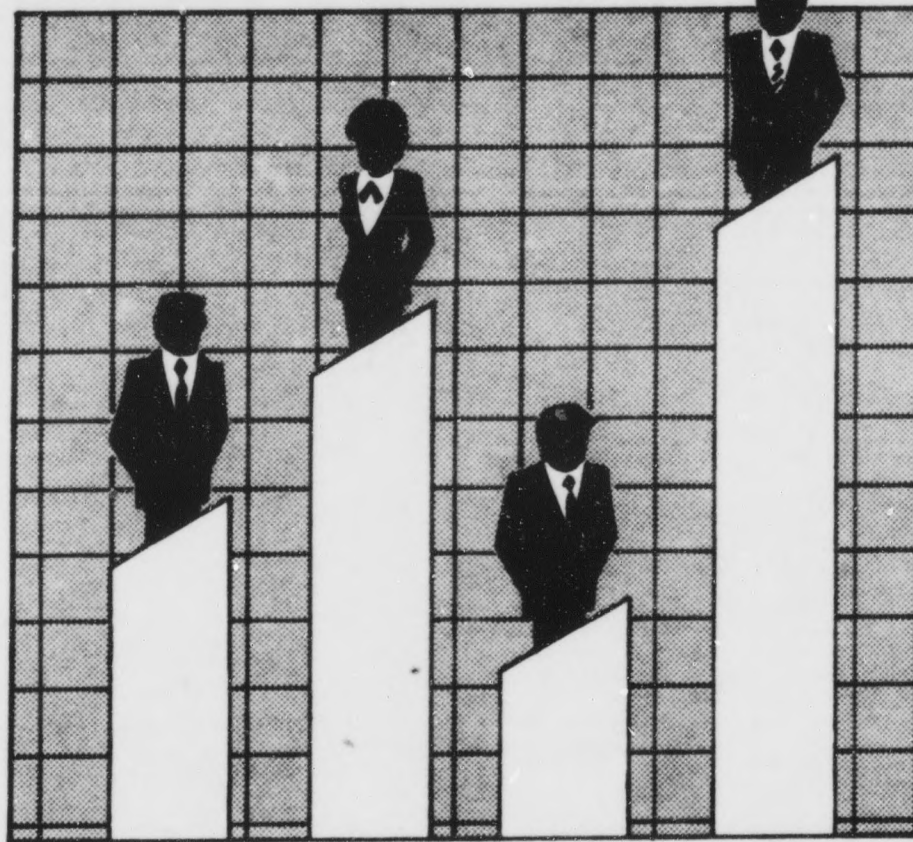
Employees spend a lot of time stewing over their performance appraisals, reflecting on the fairness or unfairness of how they are rated. Too few turn the tables and (quietly) appraise top management's performance. They figure that there are no penalties they can impose on ineffective bosses, so what's the point?

There are several. If you have a long-term interest in the organization, you need to know if you've built your future on a firm foundation or one that's dangerously shaky. Declining performance at the top is an early warning that you should be rethinking your plans. You should be developing as much critical judgment as possible, the better to evaluate your next boss. How will you develop the mind-set that distinguishes those who rise from those destined to languish in middle management forever unless you observe who does what right or wrong? Consider the following as major indices of top management performance.

Vision. Leadership is a goal-oriented behavior. The five top people (or one top person if the organization is very small) should provide both a vision of what the organization is in the process of becoming and a direction leading to that vision. "We're going to be the largest widget manufacturer in the business" isn't a vision. Neither is "We're going to have more prestige than any Ivy League school ever dreamed of." Both goals are narrowly focused. Neither is likely to inspire the troops, much less get the buy-in.

Single-minded Pursuit. Would your CEO (chief executive officer) pack boxes if the union went on strike? Would he/she deliver bed-pans cheerfully? Most important, do employees believe he/she would? CEOs who are busily considering the provisions of their golden parachute and retirement package are unlikely to convince others to do what they are not (i.e., single-mindedly working to advance the company's goals).

Even-handedness. Every whisper of arbitrariness in the executive suite eddies throughout the organization. If the CEO hasn't made him/herself predictable and manageable, he/she doesn't rate very high. Of course you know dozens of CEOs who are arbitrary,



It takes a strong person to scrutinize his/her CEO. What will you do if you discover yours doesn't measure up?

the law. When personnel gets too involved in recruiting, hiring, and firing, top management isn't paying attention.

Finance/Legal. The most effective CEOs expect CFOs (chief financial officers) and legal counsel to clear the way, not throw their collective bodies in the path of progress. Legal is supposed to explain how to facilitate getting the result top management needs and wants, not why it can't be done. There's an enormous difference and the CEO gets all the credit – or blame. The worst-run organizations have CEOs who say, "I'd like to do that but the legal department won't let me." Who's running the show anyway?

Court of Last Resort. Open-door policies aren't useful and they irritate middle managers endlessly. Still, an IBM-style "Office of the Chairman," i.e., people who deal confidentially with employees on individual complaints and cut red tape as needed, makes a lot of sense. Either the CEO performs this service or sees that it is performed. Some people think of this as a safety valve. I think a CEO who hasn't covered this function is not a 10.

Marketing Respect/Savvy. Marketing – and frequently its practitioners – can be a pain. If your CEO doesn't think about marketing at least as much as quality and satisfaction, the company may not have a long term. Never trust a CEO who makes fun of marketing. How do they expect to move the product or service without it?

Inspiration/Charisma. A CEO who claims to be "just folks" may have a fairy-tale appeal, but in real life the CEO needs more than a small amount of larger-than-life qualities. If they're just like everyone else why should anyone follow them? A totally uninspiring CEO (yes, they exist) means that middle management has an additional – and unfair – burden.

Now rate your CEO on a scale of 1 to 100. If he/she isn't consistently in the 90s you may want to rethink your tactics and strategies. If he/she rates high in all but one area, ask yourself what effect that weakness will have on organizational outcomes. Will there be an opportunity for you? It takes a strong person to scrutinize his/her CEO. What will you do if you discover yours doesn't measure up? At least you'll realize that some action may eventually be called for.

Did you notice that "getting along with others" wasn't a necessary ingredient? That's deliberate. Popularity is a middle-management issue. Effectiveness dominates, or should dominate, top management's agenda.

When setting goals for your life, consider all your needs: personal, professional, financial and social.

Join A Winning Team

The City of Vacaville Invites Applications For

Civil Engineering Assistant \$2520-3063/mo
(Public Works) Final Filing Date: 11/15/89

Police Officer \$2465-2996/mo
Continuous Filing

Firefighter/Paramedic \$2297-2792/mo
Continuous Filing

Note: Salary ranges are monthly; plus 7% City-paid PERS

To apply for the above positions call the 24-hour JOBLINE, (707) 449-5113 or apply in person at the Personnel Office, 650 Merchant St, Vacaville, CA 95688, M-F 8:30-5:00.



EOE M/F/H

SECURITY OFFICERS (8)

Pedus Security Services Inc.
3500 West First Street
Los Angeles, CA 90004
213/251-0235

Attn: Personnel Department

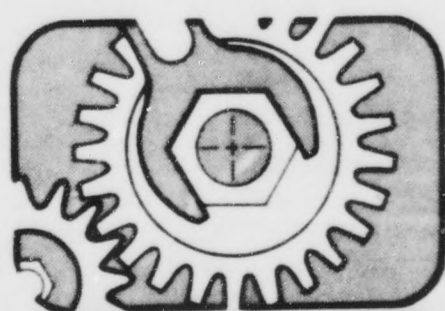
\$5+/hr DOE/DOQ, plus 1 wk vacation after 1 yr, holidays, and medical ins after 90 days. Apply in person between 9-3 Mon-Fri (bring CA identification & SS card) or call for more info: RTJJ. Provide protection for people & property. Full-time, all shifts available. Security company, in operation 10 yrs, has 4 offices in CA and over 1,000 employees. Must have good hearing & eyesight. No experience necessary. State guard registration a plus. Req US citizenship or right to work. Uniforms provided. EOE

SENIOR COURT PROCESS CLERK

Sacramento Superior Court
720 9th Street, Room 611
Sacramento, CA 95814
916/440-5476

Attn: Personnel

\$1703-2071/mo plus benefits. Review legal documents, apply court policies & procedures, provide lead worker direction for other staff, and operate office equipment such as computer & courtroom electronic recording devices. Full-time. Requires 2 yrs legal clerical experience (education may substitute for 1 yr exp). Application must be received by 5pm 10/20. Exempt/EOE



Mechanical/ Service & Repair

AGRICULTURAL EQUIPMENT MECHANIC

Gordon-Hansen Company Ltd.
P.O. Box 667
Rio Vista, CA 94571
707/374-6345

Attn: Stan

Top pay plus fringe benefits. Work on agricultural equipment hydraulic systems and drive-trains, both in-shop & on-site. Full-time; hrs to be discussed. Rapidly growing agricultural equipment and auto parts company (established 1919) is located in a historic Delta River community with excellent recreational opportunities. Requires at least 5 yrs drivetrain & hydraulic system experience. Case or International Harvester training desired, but not necessary. Send resume. EOE

AGRICULTURAL MACHINIST / MECHANIC

Gordon-Hansen Company Ltd.
P.O. Box 667
Rio Vista, CA 94571
707/374-6345

Attn: Stan

Good pay DOQ, plus fringe benefits. Work on gas and heavy-duty diesel engines on-site and in the shop. Full-time. Rapidly growing agricultural equipment and auto parts company (established 1919) is located in a historic Delta River community with excellent recreational opportunities. Requires at least 5 yrs experience rebuilding cylinder heads for all engine makes. Send resume. EOE

AUTO GLASS INSTALLER

Classic Glass Company
917 Water Street
Santa Cruz, CA 95062
408/426-3675

Attn: David Rasmussen / Owner

\$7-10/hr DOE. Call for more information or apply in person: RTJJ. Install windshields and other glass products in automobiles & trucks. May lead to management position. Hrs 8-5 Mon-Fri. Well-established, growing company in operation since the 1930s, has 8 employees. Requires minimum 1 yr experience as auto glass installer. Must have good communication skills. EOE

AIR CONDITIONING SERVICE TECHNICIAN

Shoreline Mechanical
1190 Dell Avenue, Suite B
Campbell, CA 95008
408/370-9454

Attn: Personnel

\$16-21/hr (negotiable) DOE, medical/dental ins after 45 days and pension after 6 mos. Seeking energetic individual to service & repair air conditioning units for commercial & residential customers within a 50-mile radius (transportation provided). Hrs 8-5 Mon-Fri. OT may be necessary on emergency calls. 3-yr-old AC service & repair firm requires at least 5 yrs exp as an air conditioning technician. Must be reliable, highly motivated, and have a professional appearance. DMV printout, and CDL. Call for appt or apply in person. RTJJ. EOE

Real difficulties can be overcome; it's the imaginary ones that are usually insurmountable!

APPLIANCE TECHNICIAN

Atherton Appliance Service
122 5th Avenue
Redwood City, CA 94063
415/369-1719

Attn: Mr. Boris / Owner

Up to \$35,000/yr DOE, plus commission, choice of profit sharing or hospitalization plan, vacation, holidays and sick leave. Call for appt & personal interview: RTJJ. Repair small & major appliances in customers' homes; new company trucks provided. FT flexible hrs, mostly days (some evenings as needed). Business has been operating since 1949. Requires HS grad or equivalent, minimum 10 yrs exp in appliance repair, basic electrical & mechanical background, and good customer relations skills. EOE

APPLIANCE/REFRIGERATION TECHNICIAN

West Coast Appliance Repair
3493 Orange Grove Avenue, Suite E
North Highlands, CA 95660
916/481-6886

Attn: Office

Salary DOE, plus commission; vacation & sick leave after 1 yr and medical ins after 3 mos. Repair commercial & residential appliances including refrigerators, microwaves, washing machines, A/C units, garbage disposals, etc. FT Mon-Fri; 1 wk/mo on-call. Rapidly growing co (estd 7.5 yrs) provides a full range of repair svcs and 24-hr emergency service using radio-dispatched trucks. Req at least 2 yrs appliance & refrigeration exp or cert from accredited refrigeration repair school. Must be dependable, people oriented, and have a good driving record & DMV printout. Send resume or drop by to fill out application. EOE

AUTO BODY & PAINT JOURNEY-PERSON

City Towing & Body Shop
1105 East Williams Street
San Jose, CA 95116
408/297-2212

Attn: J.R. / Owner

Base rate of \$10/hr DOE/DOQ. Call for appt: RTJJ. This established independent towing & body shop seeks an experienced body and paint person who can prepare paint, repair and restore damaged cars & trucks. Hrs 8-5 Mon-Fri. Requires 4 years auto body & paint experience. Must have own tools.



ALARM SUPERVISOR

Career opportunity for well-groomed, ambitious person with excellent management and leadership skills. Non-smoking environment; must have 2 yrs min experience with alarm installation or related field, technical service and customer relations. Prefer exp as crew supervisor. Requires current state alarm license and good DMV reports. Paid vacation, health insurance and benefits.

Pleasanton & Santa Cruz areas
(408) 429-8405, 9-3.

MECHANIC

Experienced with buses, diesel trucks and heavy equipment. Excellent working conditions. Wages commensurate with qualifications plus benefits. Must have own tools.

Send resume
or letter of work history to:

CJJ Dept I-65
P.O. Box JOBS
Sacramento, CA • 95833-2919

AUTO GLASS INSTALLER (2)

National Glass Company
956 The Alameda
San Jose, CA 95126
408/297-1111

Attn: Ben
\$14-16/hr negotiable DOE, plus 2 wks vac, 8 paid holidays, pension, and medical/dental insurance. Leading Bay Area glass company seeks a long-term employee to install auto glass. One position available in Sunnyvale location. Hrs 8-4:30 Mon-Fri. Auto, residential & commercial glass installation shop, in business over 20 yrs, does mostly insurance work. Requires minimum 4 yrs auto glass installation experience, mobile exp, and ability to perform quality work. Must be reliable, dependable, clean-cut, and have CDL & DMV printout. Call for appt (8-5) or send resume. RTJJ. EOE

AUTO GLASS MECHANIC

Western Mobile Glass
840 Barstow
Clovis, CA 93612
209/299-0771

Attn: Tony Flores

\$7-10/hr DOE plus full medical, dental & life insurance. Call for appointment: RTJJ. Install windows in cars & trucks. 40 hrs/wk (between 4-6 days). Glass company has been in business since 1975. Must be dependable and have 3-5 yrs auto glass installation exp, own tools, CDL, and DMV printout.

AUTO MECHANIC

Big-O Tires
2565 Del Paso Boulevard
Sacramento, CA 95815
916/922-6565

Attn: Ed

\$5/hr negotiable DOE, plus vac and med/dnt, vis & life ins contrib. Import & domestic front-end specialist performs all aspects of brake & front suspension repair on 4x4 & FWD (front-wheel drive) vehicles, and does alignments, CV joint repairs & shock/strut replacements. Hrs 8-5:30, 5 days/wk including Sat (8-4). Growing brake & alignment svc ctr offers good growth potential and provides uniforms. Must be friendly; able to get along with others; and have CDL, own tools, and a desire to learn. Brake & alignment exp pref. Tech school graduate with ASE cert a plus. Will train. Call for info: RTJJ. EOE M/F/H/V

Always expect a job hunt to take twice as long as you anticipate.

AUTO MECHANIC

Hoffmann Union 76 Protech
501 G Street
Davis, CA 95618
916/753-7202

Attn: Jeff

Hourly base wage & commission negotiable DOE/DOQ, + vac & uniforms. Perform all aspects of general automotive repair including tune-ups, alignments, and brake & air conditioning work; and handle troubleshooting & diagnostics on computer-controlled cars & light trucks. Flexible hrs 8-5 Mon-Fri. Busy 5-star neighborhood Protech station requires ASE or Protech certification and minimum 3 yrs general automotive repair experience. Must be clean, reliable; do quality work; and have CDL, DMV printout & tools. Smog license desired. Call for appointment. EOE M/F/V

The Naval Air Station is currently accepting applications for the following positions:

- Aircraft Electrician
- Aircraft Mechanist
- Aircraft Engine Mechanics
- Aircraft Painters
- Aircraft Sheetmetal Workers
- Pneudraulics Worker
- Clerical Workers
- Aerospace Engineer
- Electronic Engineer
- Environmental Engineer
- Industrial Engineer
- Mechanical Engineer

Naval
Aviation Depot
Naval Air Station
Alameda, CA 94601
(415) 869-4337

**AUTOMOTIVE AUDIO CONSULTANT**

Al & Ed's Auto Sound
1171 North Tustin Avenue
Orange, CA 92667
714/771-1188

Attn: Phillip Goldstein

\$2000-3500/mo DOQ plus vacation, holidays, sick leave, medical & life insurance, and profit sharing. Call for appt or send resume. RTJJ. Be your own boss! Design & install high-end automotive electronics systems including alarms, phones, stereos & speakers. Negotiable hrs 9-6 Mon-Fri & 9-2 Sat. Established in 1954, company has 23 shops. Requires at least 4-5 yrs professional installation experience. Must be sharp!

Follow up on job leads without delay. Even if you learn of an opening late in the day, you should call the firm immediately to arrange an appointment. Waiting until the next day may be too late!

AUTOMOTIVE TECHNICIAN

Green Valley Ford / Mazda
1200 Oliver Road
Fairfield, CA 95433

Attn: Bob Haley

Excellent wage based on flat rate, plus vacation, holidays, medical/dental insurance, and profit sharing after 60 days. Responsible for general engine repair, troubleshoot & diagnose computer control & electrical systems and perform tune-ups. Hrs 8-4:30 Mon-Fri. Growing dealership requires 5 yrs Ford experience, smog license, ASE certification, CDL, DMV printout, and own tools. Must be self-motivated, hardworking & dedicated. Send resume or apply in person.

CAR AUDIO TECHNICIANS (2)

Al & Ed's Auto Sound
1171 North Tustin Avenue
Orange, CA 92667
714/771-1188

Attn: Phillip Goldstein / Custodian

\$275/wk draw DOE/DOQ, plus 33% commission on labor, 1 wk vacation after 1 yr, holidays and sick leave after 90 days. Call for appointment or send resume: RTJJ. Install security, audio, stereo, cellular phone & amplifier systems, and perform electronic troubleshooting (req some lifting up to 30lbs). Hrs 9-6 Mon-Fri & 9-2 Sat. Established in 1954, company now has 23 shops. Requires HS diploma, background in car audio systems installation & troubleshooting, and CDL. Must be motivated, hardworking, and enthusiastic. EOE M/F/V

ELECTRONICS REPAIR TECHNICIAN

Hi-Tech Unlimited
4777 North Blackstone
Fresno, CA 93726
209/224-4444

Attn: Front Desk

Salary DOE (paid weekly) plus medical & dental insurance, vacation, sick leave and store discounts after 90 days. Call for information and/or application and schedule interview: RTJJ. Previous work experience references required. Hi-Tech Unlimited is a computer & electronics store. Hrs 10-6 Mon-Fri. Requires varied background in electronics related to burglar alarms, multi-line telephones, IBM PC computer repair, and coin-op video games (e.g. Pacman). Minimum 3 yrs experience in electronic repair a must.

MECHANIC

Saab Factory
1185 Campbell Avenue
San Jose, CA 95126
408/241-7222

Attn: Dan or Paul

\$12-18/hr DOE, plus vacation and Kaiser medical & dental ins after 90 days. Handle all aspects of Saab repair & maintenance and diagnose/troubleshoot problems for 10-yr-old Saab repair facility. Hrs 8:30-5:30 Mon-Fri. Requires minimum 2 yrs automotive experience, knowledge of fuel injection, electronics & troubleshooting; CDL; DMV printout; and own tools. Must be hardworking, dependable, and career oriented. CA smog license a plus. Call for appt or apply in person: RTJJ. EOE

RV TECHNICIANS (2)

Almaden RV
1569 Almaden Expressway
San Jose, CA 95125
408/289-9442

Attn: Kathy

\$9-12/hr DOE. Apply in person or call for appt: RTJJ. Duties include all phases of service & repair for all types of recreational vehicles, motor homes, campers, and trailers. Almaden RV is solely an RV service & repair shop. FT, 8-4:30 Mon-Fri. Must have at least 2 yrs experience servicing RVs

TYPEWRITER REPAIRPERSON

Phillips Office Machines
4670 North El Capitan, Suite 110
Fresno, CA 93727
209/275-5537

Attn: Sharon Robert / Office Manager
\$1200-1600/mo negotiable DOE; possibly 4 paid vacation days/yr and mileage reimbursement. Repair IBM Selectric typewriters (in shop or field) for small, busy 10-yr-old office machine repair shop. Hrs 8-5 Mon-Fri. IBM Selectric typewriter repair experience a must. Must be reliable, dependable, people oriented, and have own transportation & RTW. Electronic typewriter repair exp or any other business machine repair skills a plus. Apply in person as soon as possible: RTJJ. EOE

ELECTRICIAN, WG-10

Journey-level. Install, maintain, overhaul, and repair electrical systems and equipment.
Start \$13.44/hour

ELECTRONIC INDUSTRIAL CONTROLS MECHANIC, WG-11

install, troubleshoot, repair, and calibrate electrical and electronic controls and recording systems used on coin manufacturing machinery.
Start \$13.98/hour

Both positions temporary FT. May become permanent with further competition. Must be a U.S. citizen.

For information and application, call (415) 974-7826 (8-4 Mon-Fri).

Final Filing Date: Oct 20, 1989

Department of The Treasury
United States Mint
88 5th Street
San Francisco, CA 94103
EOE

Sacramento County is accepting applications and application supplements for:

Assistant Mechanical Engineer (Level I/II)

Salary: Level I: \$2,459 to \$2,582/month
Level II: \$2,613 to \$3,177/month

Requirements are:

- Level I: Either 1. Graduation from a curriculum in mechanical engineering accredited by the engineers council for professional development, or 2. Possession of a valid certificate as an engineer-in-training issued by the California State Board of Registration for Professional Engineers.

Note: Proof of completion of educational requirement or EIT certificate must be submitted with application to the employment office.

FAILURE TO SUBMIT PROOF OF EDUCATION STANDARD OR EIT CERTIFICATE WILL RESULT IN DISQUALIFICATION FROM EXAMINATION.

Note: January 1990 Graduates:

Applicants who file within the filing period and will graduate from a curriculum in mechanical engineering by January 30, 1990, will be admitted to the examination. January graduates must submit proof of graduation no later than March 30, 1990.

Level II: One year of mechanical engineering experience (experience equivalent to an assistant mechanical engineer (Level I) in Sacramento County Service meets this requirement); a master's degree in mechanical engineering may be substituted for the required experience.

AND

- Either 1. Graduation from a curriculum in mechanical engineering accredited by the Engineers Council for Professional Development, or 2. Possession of a valid certificate as an engineer-in-training issued by the California State Board of Registration for Professional Engineers.

Application and application supplement must be received by 5:00pm Tues, Oct 17, 1989.

Forms are available at:

Sacramento County Employment Office
710 J Street, Sacramento, CA 95814

EOE/AA

Journey-level Job Shop Machinist

Heavy-duty experience with engine lathe & Bridgeport.

Send resume to:

P.O. Box 435
Reno, NV 89504
or call (702) 358-6721



Medicine/ Health Care

ALLIED HEALTH / RESIDENTIAL ASST (PT)

Meadowbrook Ranch
7150 Sierra Ponds Lane
Loomis, CA 95650
916/791-7067
Attn: Program Coordinator
Salary DOE/DOQ. Assist & supervise residents recovering from brain injuries in a transitional living center. Duties include retraining residents in activities of daily living, mobility skills, social & community interactions, etc. Part-time flexible shifts. Must be responsible, able to work well alone or in a team environment, and have good communication skills. Call for appointment or send resume. EOE

ANIMAL HEALTH TECHNICIAN

Almaden Valley Animal Hospital
15790 Almaden Expressway
San Jose, CA 95120
408/268-3550
Attn: Sandy

\$8.50-10.50/hr negotiable DOE, plus vacation, holidays, sick leave, and medical ins avail for FT employees. Treat hospitalized animals (pre & post-operative care including IV & urinary catheter placement), take X-rays, and perform miscellaneous lab work. Flexible FT or PT, various hrs avail between 7:30am-7pm Mon-Sat. Facility has provided veterinary care for 9 yrs. Must be well-organized & confident and have animal health technician license. Knowledge of birds a plus. Experience not required, will train new graduate. Call for appointment, send resume, or apply in person. RTJJ. EOE

CNA

El Camino Convalescent
2540 Carmichael Way
Carmichael, CA 95608
916/482-0465

Attn: Kathy Sherwood/ Director of Nursing
\$5.23/hr (\$5.86/hr per diem) plus attendance bonus, 10 days vacation, 9 holidays, 12 days sick leave, profit sharing, and medical/dental & life insurance after 90 days (prorated benefits for part-time). Assist nurses with patient care at this 178-bed SNF. Full & part-time (6:30am-3pm or 2:30-11pm), rotating days and every 3rd weekend off. Must be a certified nursing assistant. Apply in person. EOE

VETERANS HOME AND MEDICAL CENTER

Located in beautiful Napa Valley Wine Country, serves patients in 3 levels of care: 40 acute care patients, 302 SNF patients, and 318 ICF patients.

Registered Nurses needed for:

- ICU/CCU
- Medical/Surgical
- Acute Psychiatric
- Skilled
- Intermediate

Competitive salary + excellent benefits:

- Health Insurance
- Dental Insurance
- Vision Care Insurance
- 13 Holidays
- Sick Leave
- Vacation
- Retirement Plan
- Shift Differential

Requires CA State RN license.
To apply, send app/resume to:

Veterans Home
of California
Personnel Service
Yountville, CA 94599
or contact Ben Robinson
(707) 944-4706

EQUAL OPPORTUNITY EMPLOYER

Brag Your Way to a Better Job

By James E. Challenger

Successful job hunting requires a competitive instinct. You literally have to out-hustle five or six competitors – those looking for the same job – by non-stop interviewing and by wanting the job when you have that precious 20 to 30 minutes to sell yourself in a job interview.

There are two basic reasons why many job seekers fail:

– They are too shy about telling prospective employers about their past on-the-job accomplishments. It may be work that has resulted in cost savings, new ways to increase productivity, the securing of important new business, or anything else of bottom-line significance.

– They fail to impress the interviewer by providing a meaningful recitation of accomplishments. Easily 60 percent of the people interviewing for jobs fail to win an offer simply because they failed to sell their accomplishments.

Both of these failures relate to the competitive employment interview, and succeeding there is the most important requirement for winning a new job. But too often, job applicants approach the interview as though they are almost afraid of it. They have a tendency to behave modestly at the job interview. Although humility is usually considered an attractive trait and something we are brought up to observe from the time of childhood, it has, rightly or wrongly, no place on the job-hunting trail.

You have 20-30 minutes at most to convince the employer that you are wonderful. If you don't tell him how good you are, who will? One of the hardest tasks for a job seeker is learning how to brag effectively: overcoming a natural tendency toward modesty without coming across as a boastful egotist. The line between self-confidence and arrogance can be a thin one, so you must learn to maximize your accomplishments without antagonizing the interviewer.

To succeed, you have to be prepared in advance with a mental checklist of your most important job-related accomplishments. Then cite your past accomplishments rather than dwelling on personality characteristics.

Let the interviewer know about any praise your accomplishments won from your former supervisors. Also make a point of mentioning

any awards or honors you have received in the work or a related field.

When discussing your accomplishments, take as much credit for yourself as you honestly can. Remember that you are at the interview to sell yourself, not your former co-workers. However, never criticize a former or present employer. If you whine, you will brand yourself as a complainer, whom no one likes to hire.

If the interviewer should compliment you, accept it gracefully. A job interview is no place for self-deprecation. There is only one appropriate response to a compliment: a thank-you with a smile.

The most important element of the job interview is making the prospective employer like you. All other factors being equal, the job will go to the person the employer likes best. You need to listen for clues from the interviewer's questions and present yourself as the person he or she wants you to be. Consciously or not, most employers tend to hire in their own self-images.

Despite the advice that is often given to ask pertinent questions, you should avoid putting the interviewer on the spot. There is always the danger your questions could be misinterpreted and cost you the job. Normally, all of your

questions will be answered by the interviewer.

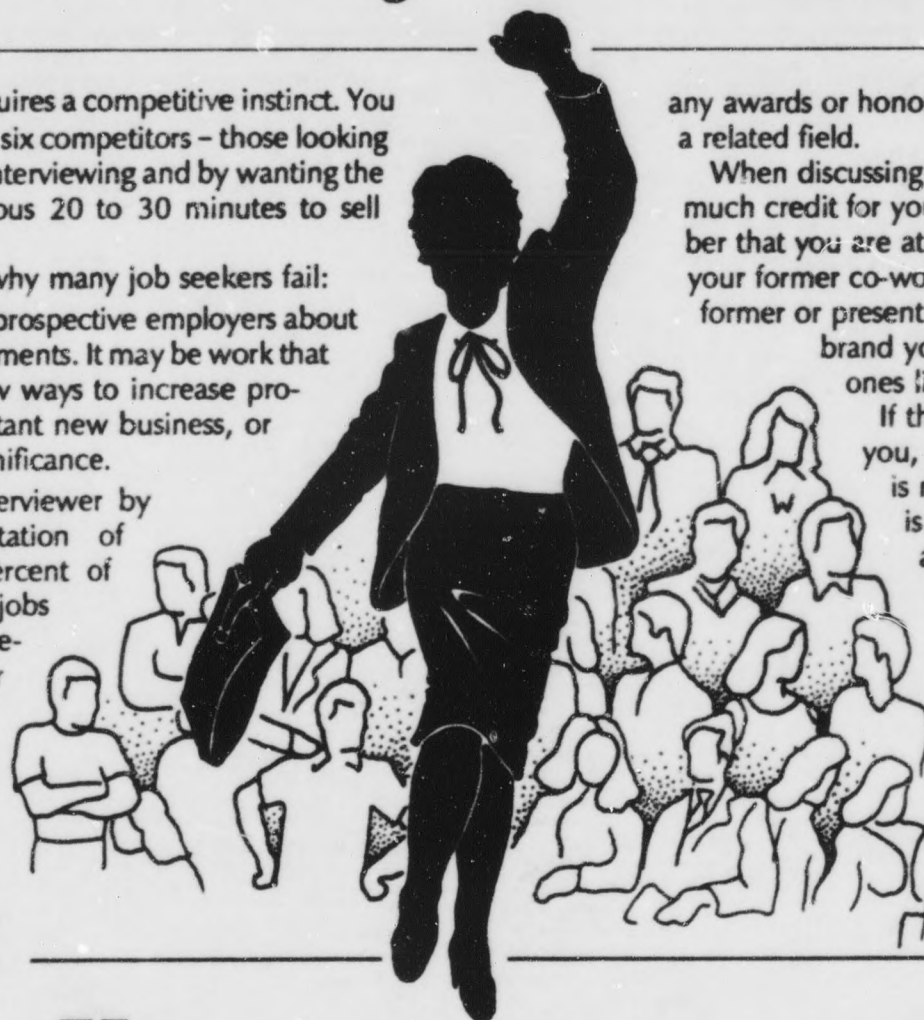
One thing should be stressed – the prospective employer is always right. He knows what he wants and what he is buying for his company. One of the surest ways to antagonize the interviewer and remove yourself from consideration for the job is to tell him how to run his business. Just discuss your qualifications and let the interviewer decide how you might fill the company's needs.

Another thing you should try to avoid is mentioning money, benefits, and related subjects in the first interview. You will get to all of that eventually as the company decides it likes you and makes a job offer. If you discuss money, you are sending a signal to the interviewer that you are more interested in yourself than the job or the company. When the appropriate time comes to discuss salary, it's best to just state your salary on your last job and let the prospective employer name a figure. If you state a figure, it may be too high, which will disqualify you, or too low, which downgrades you in the eyes of the interviewer.

When the interview is finished, you should not be afraid to "ask for the order." That demonstrates the kind of aggressiveness that employers like because it shows them you want the job. Ask the interviewer when a hiring decision will be made and tell him you will check back with him before then. Find out if successive interviews will be taking place, and when you can expect to be called in.

The loser in the job search is the person we call "super nice," the one everyone likes who cannot get up enough nerve to ask for the job when interviewing. The individual knows what is required to succeed in a competitive employment interview, but lacks the ability or the inclination to put himself or herself over the top. In our experience, the prospective employer appreciates someone who has a pleasant personality. It is one of the major pluses for a job seeker. But more important is the person's drive and aggressiveness that indicate the ability to get the job done. "Super nices" leave themselves by the wayside because of their passive approach to the job interview.

Especially in today's competitive job climate, you need to use every advantage you can muster. Anything less is selling yourself short. And smile – that too helps to win a job because it gives the employer the feeling you are someone who can get along with co-workers – a significant factor in hiring. □



**You have 20-30 minutes at most
to convince the employer that you
are wonderful.**

CAREERS IN RETAILING

You don't have to be an electronics engineer to sell our line of consumer electronic products. Your college degree or sales/sales management experience may qualify you as an excellent candidate.

We offer career opportunities in Retail Management and Computer Marketing/Management.

In addition to a lucrative compensation plan and rapid advancement opportunities, we have excellent benefits including a Stock Purchase Program and Deferred Salary Investment Plan.

To find out more, contact or send resume:

Donald L. Clifford
Regional Employment Manager
1291 East Hillsdale Blvd
Foster City, CA 94404
(415) 574-8963



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An Equal Opportunity/Affirmative Action Employer

CNAs / NAs

Gardens Skilled Nursing Facility
Sacramento, CA 95825
916/927-1802
Attn: Betty

Competitive salary plus benefits. Responsible for ensuring quality care for all patients and assessing their personal needs. You will be needed to help 56 developmentally disabled young adults. Approved certification and in-service programs available during working hrs. Full-time hrs & days to be discussed at interview. CNA certification preferred, but not mandatory. Will train!! Call for appointment or more information.

"Difficulties strengthen the mind, as labor does the body."
—Seneca

COUNSELORS (3)

Savage & Taylor Associates
900 5th Avenue, Suite 202
San Rafael, CA 94901
415/454-5903
Attn: Pat or Darrell

Competitive salary based on exp. xint bft pkg avail. Train developmentally disabled adults for innovative agency providing residential & day services. Work in home/community setting to facilitate daily living activities including recreation, domestic management, and community integration. Positions in Marin County, the East Bay, and Redding. FT/PT available with flexible scheduling, shift work and/or overnight stays. Must be responsible, reliable & enthusiastic. 1+ yrs exp with developmentally disabled population and CDL preferred. Ongoing training provided. Call for appt & more info or send resume. RTJJ.

Tasteful humor can often help create a rapport with employers and co-workers. People feel more at ease around someone with a good sense of humor.

DON

Convalescent Hospital
1245 1/2th Street
Bakersfield, CA 93304
805/324-9468

Attn: Barbara Delozier / Administrator

\$30,000+/yr to start DOE, plus vacation, holidays, sick leave, and medical/dental & vision insurance. Oversee all functions of the nursing department including paperwork and related duties. Full-time. Privately owned 87-bed SNF is located in an area with an affordable cost of living (excellent for raising a family). Calif RN license required. Prefer long-term care experience. DON or supervisory exp. and knowledge of Title 22. Call, send resume, or apply in person. EOE

DENTAL ASSISTANT, REGISTERED (part-time)

Dr. Matsunaga
7001 Stockton Avenue, Suite 4
El Cerrito, CA 94530
415/527-2542

Attn: Dr. Matsunaga

Salary open DOE. Perform expanded duties working directly with patients. PT: 1:30-5:30, 4 days/wk (other arrangements are workable). Orthodontic dental office (located near BART station) works mostly with children & young adults. RDA license required. El Cerrito or Albany resident with orthodontic experience preferred. Please call for interview.

DENTAL HYGIENIST (part-time)

Carolyn Hitchcock, DDS
10301 South DeAnza Boulevard
Cupertino, CA 95014
408/253-0153

Attn: Hilary

\$200/day. Seeking an energetic general dental hygienist. PT: 9-6 Mon, 8-5 Tue, and 10-7 Wed. 5-yr-old dental practice provides many non-surgical periodontal services. Must be a reliable, dependable registered dental hygienist with expanded knowledge of hygienist functions, state license, and a professional appearance. Call for appt (10-5) or send resume. RTJJ.



Sacramento Convalescent Hospital

DIETARY SUPERVISOR

Sacramento Convalescent Hospital
3700 H Street
Sacramento, CA 95816
Attn: Personnel

Competitive salary DOE, plus vacation, holidays, sick leave, and medical insurance. Supervise a staff of 7 in 86-bed convalescent hospital. Opportunity to be creative with presentation of texture, modified diets, nutrition, and flavor-retaining techniques. Full-time days. Mon-Fri. Must be a graduate of a state-approved food service course and have demonstrated skills in training, scheduling, sanitation, cost control, and dietetic therapy. Apply in person or send resume. EOE EOE

MEDICAL TECHNOLOGIST

56-bed rural acute care facility is offering an excellent opportunity to relocate to Northern California in the heart of the Redwood Forest by the beautiful Pacific Ocean.

Must have current CA medical tech license and prior acute hospital experience.

Benefit package includes health, dental, vision & life insurance, generous paid time-off plan, retirement plan, prescription privileges, and tax-sheltered annuity option.

Qualified applicants who desire to live in a small community where the air and water are clean should contact:

Sutter Coast Hospital
Personnel Department
100 A Street
Crescent City, CA 95531
707/464-8511



Sutter Coast
Hospital

EOE



NOVATO
COMMUNITY
HOSPITAL

Come work with a qualified, caring team in Northern Marin County (close to San Francisco). We offer competitive salaries, comprehensive benefits and flexible scheduling.

Operating Room RN

PACU / Same day surgery. Req 5 years current OR experience.

Emergency Room RN

Benefited position avail now. Hours: 6-10pm, Mon-Fri. ACLS and MICN required.

Contact:

Personnel Department:
PO Box 1108
Novato, CA 94948-1108
(415) 897-3111

BASSARD CONVALESCENT HOSPITAL INC.

DIRECTOR OF NURSING

Bassard Convalescent Hospital
3269 D Street
Hayward, CA 94541
415/537-6700

Attn: Mrs. Bassard

Competitive salary plus excellent benefits. Seeking a DON to join our friendly, supportive nursing team and provide quality care for our patients. FT, 40 hrs/wk. 71-bed SNF has a panoramic view of the San Francisco Bay Area. Requires Calif RN license, long-term care experience, and knowledge of Medi-Cal, Medicare, and Title 22. Call for appointment. EOE

ICU/CCU NURSE MANAGER (day shift)

Red Bud Community Hospital
P.O. Box 6720
Clearlake, CA 95422
707/994-6486

Attn: Margaret Ward

Salary to be negotiated DOE/DOQ, plus vacation, holidays, sick leave, med/dnt & vision ins. and interviewing expenses paid; relocation expenses negotiable. Working mgmt position is responsible for 4-bed ICU/CCU unit. Hrs 7-3:30 Mon-Fri. will be required to provide occasional PM or night shift relief. 40-bed acute care facility is located in a beautiful Northern CA recreational area offering fishing, boating & waterskiing. Req 2 yrs ICU/CCU exp in the past 3 yrs. 1 yr mgmt exp. and CPR & ACLS certificates. Prefer bachelor's deg in nursing or healthcare field. Call for appointment.

LVN

Alderson Convalescent
124 Walnut Street
Woodland, CA 95695
916/662-9161

Attn: Marsha or Gloria

Salary to be discussed at interview; benefits include paid vacation & holidays and Foundation Health Plan after 3 mos. Charge nurse position supervises approximately 3 nursing assistants, passes medications, administers treatments, and monitors patient care. Full-time, 2:30-11pm (rotating schedule: 4 days on, 2 days off). 98-bed SNF & 57-bed ICF emphasize quality patient care and have staffs with genuine team spirit. Current LVN certification preferred, but recent graduate with an interim permit will be considered. Apply in person.

People forget how fast you did a job, but they remember how well you did it.

MEDICAL ASSISTANT

Med-7 Urgent Care Center
4156 Manzanita Avenue
Carmichael, CA 95608

Attn: Fran Hendren / Office Manager

Salary DOE (to be discussed at interview), plus medical insurance and 1 wk vacation. Large, well-established urgent care clinic seeks an individual to assist doctor in examinations, take vital signs, and conduct lab tests. Full (4 ten-hr days/wk) or part-time (2 or 3 ten-hr days/wk) flexible positions. Prefer medical assistant certificate (but not required) and experience involving lab & patient contact. Send resume. EOE

NAPA VALLEY WINE COUNTRY VETERANS HOME & MEDICAL CENTER

Supervising Nurse II

Responsible for clinical operation of an Acute, Skilled, Intermediate or Ambulatory Care Unit. \$3093-\$3792 per month. Excellent paid benefits: health, dental, & vision care insurance, 13 holidays, sick leave & vacation, retirement plan, and shift differential. Requires California State Registered Nurse License and 3 years nursing experience including 1 year supervising experience.

Apply by: 10/13/89. Send state application:

Veterans Home of California
Personnel Service, Yountville, CA 94599

or contact:

Belia Ramos (707) 944-4552

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The State of California Department of Corrections offers challenging career opportunities & outstanding benefits. We currently have openings for the following positions:

Numerous opportunities for staff psychiatrists at new out-patient programs at the CA Medical Facility in Vacaville and the CA Men's Colony in San Luis Obispo.

- Staff Psychiatrists
- Physicians/Surgeons
- Clinical Psychologists



For employment information,
call today:

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Positions available Statewide

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Quality and caring
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At Sutter Health, we take pride in the quality of our work and our workplace. We strive for continuous personal and professional growth. We insist on working together for the betterment of all. We enjoy the challenge and the dedication to our caring service.

If that's true for you, you'll want to say yes to our invitation to join Sutter Health's team of professionals. If you'd like to live and work in Northern California, no one else can offer you a more special environment with a greater diversity of opportunity.

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1-800-544-8778

or send resume to:

2800 L Street,
Sacramento, CA 95816



Sutter Health

EOE AA-M-F-H

MEDICAL OFFICE BILLER

Albany Medical Group
1181 Solano Avenue
Albany, CA 94706
Attn: Barbara Scarlett

Salary commensurate with experience, plus vacation and medical insurance. Responsible for patient & insurance billing, collections, and follow-up. Excellent opportunity for a bright individual. Hrs 8:30-5:30 Mon-Fri. 5-physician family practice is located in a pleasant community. Requires 2 yrs MEDICAL office experience and knowledge of insurance & collections. Must be well-organized & conscientious. Computer exp helpful but not necessary. Send resume & references. EOE

**NUCLEAR MEDICINE TECHNOLOGIST**

Alta Bates - Herrick Hospital
2855 Telegraph Avenue, Suite 614
Berkeley, CA 94705
415/540-1584
Attn: Placement Office

Excellent salary & benefits. Responsible for performing diagnostic & therapeutic nuclear medicine procedures. Full-time position with 526-bed acute care community hospital. Requirements include BS degree or completion of nuclear medicine technology program, certification in nuclear medicine technology or equiv registry (for registry or certification eligibility), and experience in acute care hospital nuclear medicine. For consideration, submit resume or apply in person to complete application. EOE

Physical Therapist

Immediate part-time opening
for licensed physical therapist.
Variable hours & flexible scheduling.

\$17-18/hour

for more info contact:
Kathy Bechtold



**Sutter Davis
Hospital**

P.O. Box 1617
Davis, CA 95617
(916) 756-6440

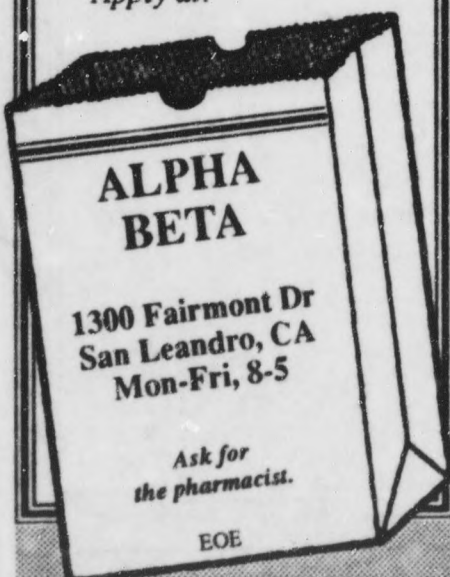
ALPHA BETA

is accepting applications
for a part-time

PHARMACIST

Up to 40 hours/week.
\$23.35/hr plus benefits.

Apply at:

**Being Different**

*At the bottom of the ladder
if you don't dress as they do
don't act as they do
you're a rule breaker
and you will be punished
for being different.*

*At the top of the ladder
if you don't dress as they do
don't act as they do
you're a trend setter
and you will be rewarded
for being creative.*

As this poem suggests, conformity is expected in the lower ranks of an organization and people in the upper levels are often the models of how to dress, and always the models of how to behave. They represent the organization's value system and philosophy.

The decision on dress code comes from management, and one way that companies achieve conformity is through the wearing of uniforms.

Uniforms are expected in certain types of work; medical settings, religious ones, laboratories, some factories (and other places where clothes would get dirty), the military, the police, the airlines, and some restaurants and hotels, wherever recognizing a person as an employee is necessary to get service. Some department stores require their salespeople to wear black skirts or trousers with white shirts or blouses.

Generally, most people prefer others who appear better dressed, attributing to them such qualities as intelligence, reliability, credibility, and commitment to high standards of work. As many working people cannot spend the time and money needed to look well dressed, a uniform is the answer for many budgets, as well as for the image an organization wishes to project.

A good-looking uniform spells consistency in service, quality, and continuity (even in the face of employee turnover), and it differentiates the particular company from others.

If uniforms are good for customer relations, what do they do for employee morale? Studies have shown that employees wearing uniforms generally feel more like a homogenous group and are better identified with their organization. Uniforms eliminate clothes one-upsmanship,

If the Uniform Fits...



**A good-looking uniform spells
consistency in service, quality, and
continuity, and it differentiates the
particular company from others.**

to wear to class, eliminates a lot of expense for school clothes, and democratizes the climate. Others see uniforms as an unnecessary intrusion on students' ability to express their individuality. I remember that 45 years ago, when I attended Beverly Hills High School, owning a cashmere sweater was considered "in," and my mother would not buy me one, which made me feel excluded. Today's equivalent might be '501' jeans or a particular brand of athletic shoes. Even in the absence of an official dress code, students often develop an unwritten code of their own.

Similar unofficial dress codes can also be seen among adults in the same profession - attorneys or Wall Street brokers, for example.

For companies seeking to standardize their staffs' appearance, the final decision on whether to introduce uniforms must depend on three factors: the expectations of customers, the image the organization wishes to project, and the need for commonality among the employees. □

save time and money, and make all employees feel more equal, thus eliminating differences due to income and taste.

I have often talked to people who were anxious about what to wear to work. If they had money, should their clothes under-play it; if they didn't, how much should they invest in a work wardrobe? A uniform or strict dress code eliminates these anxieties.

Uniforms can also be part of a reward system, changing as the person moves up in the hierarchy; the military is a good example of this practice. Wearing a uniform gives some people a feeling of acceptance into an organization, a feeling of commonality with others, and this can be very reassuring.

For others, a uniform symbolizes loss of individuality, loss of autonomy, and a stifling of creativity.

Recent media attention has focused on the debate over whether children should be required to wear uniforms to school.

Supporters maintain that it does away with the daily hassles about what

Uniforms Help Them Stand Out in a Crowd

Low cost, easy care, and quick identification are some of the advantages of wearing uniforms, say professionals who don the same outfit each workday.

Nurse Nancy Waller said wearing a uniform means she doesn't have to contemplate her closet each morning and saves money she would otherwise have to spend on a more extensive wardrobe.

"A uniform gives me the luxury of not having to decide what I'm going to wear," she said.

Medical personnel now choose from a wide range of "decorator" colors for their uniforms. Nancy has traded in the traditional white uniform for a chic burgundy-colored ensemble which matches the office decor.

Her husband, Ralph Waller, has worn the same basic firefighter's attire for 18 years. Easy identification, he said, is the main reason he wears a uniform.

"Uniforms make everyone look the same so we're easy to identify," Waller said. "It's a very special business suit that fits the needs of the fire service."

Waller's "suit" pants are made of a special flame-resistant wool. At \$90 a pair, Waller said, a firefighter's uniform is very expensive, especially when you add \$110 for boots and \$35 a shirt.

The cost of a uniform is easier on the pocketbooks of waiters and waitresses. Most restaurants pay for their employees' uniforms as a rule, said Susie French,

a waitress for 11 years.

French said she enjoys waitressing where the dress code is flexible and the uniforms vary.

"Otherwise it makes you a clone," she said, "and you lose your individuality."

In some professions a uniform is never optional. Pete Lambert, a security services manager, said his company's guards are required by law to patrol in uniforms. When police arrive at a robbery scene, a guard's uniform immediately identifies him as the watchman on duty.

"A security officer just looks like any normal citizen on patrol," he said. "The uniform makes him stand out and be recognized as a security authority." □

NUTRITIONIST - PUBLIC HEALTH

Solano County
2100 West Texas Street
Fairfield, CA 94533
707/429-6321
Attn: Personnel

Competitive salary plus excellent benefits including retirement plan and medical/dental & vision insurance. Duties include direct service, consultation, and health-promotion activities in a multi-faceted public health program. Full-time Mon-Fri. Must be a registered dietitian or eligible for registration. Public health experience in a community or clinical environment highly desirable. Call for county application; file by 10/6. AA/EOE

If your accomplishments can best be illustrated in a portfolio, by all means create one . . . preferably before you need to use it for finding a job.

PHARMACIST

Vest Drug Inc.
1831 Chester Avenue
Bakersfield, CA 93301
805/324-9662
Attn: George Xezonatos / Owner

\$23/hr plus medical & life ins, 5 vacation days, and 4 holidays after 90 days. Read prescriptions and dispense dosages; some consultation (minimal public contact). Flexible full-time hrs plus overtime, some weekends, and holidays. Open 7 days/wk, 41-yr-old downtown-area drugstore requires pharmacy degree and CA pharmacist license. Must have a good attitude. Experience helpful but recent graduate acceptable. Send resume; RTJJ. EOE

PRINCIPAL RADIOLOGIC TECH SUPV

University of California
Cowell Student Health Center
TB-122
Davis, CA 95616
916/752-2331
Attn: Employment Office

\$2373-2854/mo plus excellent benefits. Provide supervision for Radiology Department and perform radiologic procedures in outpatient setting. Full-time, 8-hr shift between 8am-8:30pm with rotational weekend & holiday on-call; must be within 15 minutes of call. Requires certification by CA State Dept of Health. Call or apply in person (TB-122) by 10/20. AA/EOE (#1509)

PUBLIC HEALTH NURSE I

Placer County
175 Fulweiler Avenue
Auburn, CA 95603
916/889-4060 or 889-4070 (jobline)
Attn: Personnel Department

\$2083-2532/mo plus benefits. Duties include prevention, control & care of communicable disease, tuberculosis & venereal disease; maternal, child & school health; and nutrition. Full-time position requires equivalent to graduation from college with degree in public health nursing, and knowledge of public health principles & practices. Must possess valid license as registered nurse issued by the CA Board of Registered Nurses and valid certificate as public health nurse issued by the CA State Department of Public Health. Call or apply in person before 10/13.

PUBLIC HEALTH NURSE II

Placer County
175 Fulweiler Avenue
Auburn, CA 95603
916/889-4060 or 889-4070 (jobline)
Attn: Personnel Department

\$2297-2792/mo plus benefits. Under direction (and in addition to Nurse I duties), perform advanced & specialized public health nursing services in assigned district or program with considerable independence and professional judgment. Full-time. Must possess valid license as registered nurse issued by the CA Board of Registered Nurses and valid certificate as public health nurse issued by the CA State Department of Public Health. Call or apply in person before 10/13.

Utilize the power and contacts of your friends.

RADIOLOGIC TECHNOLOGIST

Family Health Foundation
55 East Julian Street
San Jose, CA 95112
408/280-1316 x33
Attn: Comfort Oludes or Darryl

\$12-13.50/hr DOE, plus full benefits after 90 days including medical/dental insurance, vacation, holidays & sick leave. Perform routine technical-level radiographic procedures and related clerical duties. Hrs 8:30-5:30 Mon-Fri; may require some overtime. In business since 1966, medical service provider has 5 San Jose-area locations. Requires Calif CRT license, 3-5 yrs experience, and ability to work with technical detail without close supervision. Must be a highly-motivated self-starter with a professional appearance. Call for appt (9-1 or 2-4:30 Mon-Fri); RTJJ. EEO Employer

REGISTERED DENTAL HYGIENIST (part-time)

Martin G. Nelson, DDS
2100 Hilltop Drive
Redding, CA 96002
916/222-5803
Attn: Jan

\$140/day DOE/DOQ, plus medical/dental insurance and pension for full-time employees. Set own appointments with patients; clean teeth and teach proper dental hygiene. Flexible PT days Mon-Fri; could become FT. Progressive, established practice has new offices. Requires dental hygienist license from an accredited school. Call for appt and more information or send resume; RTJJ.

**RN / LVN**

Paradise Convalescent Hospital
7419 Skyway
Paradise, CA 95969
916/877-7676
Attn: Personnel Office

Competitive salary DOE, plus great benefits. Small, 44-bed skilled nursing facility, located in a beautiful mountainous community close to recreational areas, seeks individual to be responsible for supervising assigned shift and ensuring quality care. Full or part-time flexible schedule. Requires RN/LVN license. Call for appointment or send resume. EOE

RNs

Mid-Columbia Medical Center
19th and Nevada Streets
The Dalles, OR 97058
503/296-1111 x393
Attn: Human Resources

Excellent salary plus benefits including on-campus childcare center. Modern progressive hospital located in beautiful Columbia River Gorge has openings in OB (full-time night shift) and ICU/Med-Surg/Peds (full & part-time; all shifts available). Enjoy a sporting environment and family living in a rural community that offers very affordable housing. JCAH-accredited hospital requires Oregon RN license. New graduates encouraged to apply. Call for appt or send resume. EOE

LAB TECH

Position available for a certified medical lab technician at our acute care hospital.

- ♦ Full-time, nights; with a 7 on / 7 off scheduling.
- ♦ Competitive salary/benefits.

Contact:
Tracy Community Memorial Hospital
1420 N. Tracy Blvd
Tracy, CA 95376
(209) 835-1500
ext. 4436
EOE

OCCUPATIONAL & PHYSICAL THERAPY

Our PTs and OTs received a

25%

salary increase effective 9/3/89

\$19.56-\$26.41/hr

Plus a rich benefit package which includes health, dental coverage, paid vac, sick leave, and 13 holidays.

Fairmont Hospital's 50-bed comprehensive rehabilitation center is seeking qualified physical and occupational therapists. The positions require graduation from an approved school and eligibility for or possession of the appropriate registration.

For more info, call the Fairmont Rehabilitation Center at:

(415) 667-7655

or send resume to :

FAIRMONT HOSPITAL
15400 Foothill Boulevard
San Leandro, CA 94578

EOE M/F/H/V

RNs / LVNs - RELIEF

Kil Carson Convalescent
611 Court Street
Jackson, CA 95642
209/223-2231
Attn: Director of Nursing

Competitive salary (including pay differential for night shifts) plus complete benefits package including paid vacation, sick leave, and 7 holidays. Join our 140-bed SNF. Newly expanded facility needs nurses to provide long & short-term care to patients of all ages. Relief positions; all shifts available. We have a friendly staff and are located in a scenic, small-town gold country community. Must have a current Calif RN/LVN license. New grads welcome! Call for information.

SOCIAL WORKER

FamiliesFirst, Inc.
502 Mace Boulevard, Suite 8
Davis, CA 95616
Attn: Residential Treatment Program

\$29,700/yr to start plus full benefit package. Seeking energetic, capable team member to supervise bachelor's degree-level staff, prepare treatment plans, and provide family therapy for 6 emotionally disturbed boys (ages 11-14). Work in one of 5 therapeutic residences. Full-time Mon-Fri. Psychiatric residential treatment program requires MFCC or LCSW with good clinical & managerial skills. Send resume. EOE

X-RAY TECHNICIAN

Primus Clinic
Monterey Presidio, Building 420
Monterey, CA 93944
408/647-5382
Attn: Dan Stohman / Chief Technologist

\$13.50/hr plus vacation, holidays, sick leave, and medical/dental & life insurance. Take orthopedic X-rays for outpatient clinic serving the military (active duty, dependents & retirees). Position also available in Salinas. Full-time: 6:30-3pm or noon-8pm Mon-Fri plus rotating weekends, 7-3 Sat & Sun (must be available for either shift). Requires current CRT license, AART license within first 6 mos of employment, 2 yrs exp, CDL, and right to work. Recent grads welcome. No-stress environment. Send resume & references. RTJJ. EOE

When faced with an unwelcome office visitor, stand up!
(The other person won't sit down and get comfortable.)

Director of Nursing

Progressive, rehab-oriented 72-bed facility, with 18-bed rehab care unit, is seeking a director of nursing services. Must have a current California RN license and good supervisory skills. Come join our supportive nursing team and live in a beautiful rural community with excellent recreational opportunities. Salary commensurate with exp, plus excellent benefits.

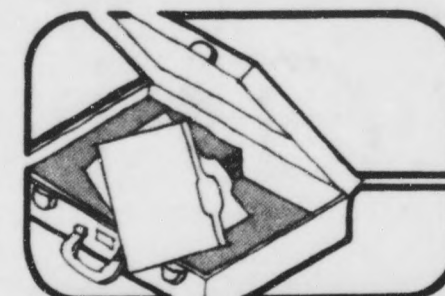
Call or send resume:

Emerald Hills Hospital
333 Laws Avenue
Ukiah, CA 95482
(707) 463-2335

X-RAY TECHNICIANS

Med-7 Urgent Care Center
4156 Manzanita Avenue
Carmichael, CA 95608
Attn: Fran Hendren / Office Manager

Salary to be discussed at interview, plus 1 wk vacation and medical insurance. Take X-rays, assist doctor with patient care, and perform expanded duties. Flexible full-time (four 10-hr days/wk) or part-time (two or three 10-hr days/wk). Large, well-established urgent care clinic requires limited license as X-ray technician or CRT. Send resume. EOE

**Professional/Career****CHILDCARE WORKER**

Stanford Home for Children
4144 Winding Way
Sacramento, CA 95841
Attn: Office

\$950-1150/mo DOE, plus medical & dental benefits. Supervise & oversee adolescents in the home, helping to create a therapeutic environment. This challenging position offers the opportunity to make a positive difference in the lives of abused & troubled teens. We are a small residential treatment center offering strong supervision and learning opportunities. 40 hrs/wk; all shifts available. Requires BA degree in social science/psychology and CDL. Send resume; RTJJ.

FOUNDATION DEVELOPMENT OFFICER

Chabot College
South County Community College District
25555 Hesperian Boulevard
Hayward, CA 94545
415/786-6644
Attn: Personnel

\$3266/mo. Develop & implement comprehensive plans & activities that achieve fund development objectives. Accountable to Foundation Board of Directors and directly responsible to the Chancellor. Full-time position starts approx 11/8/89. Requires knowledge of fundraising methods & activities; ability to motivate staff & volunteers; min 3 yrs related fundraising or public relations exp; 1 yr exp supervising FT or volunteer staff; and CDL. Bachelor's degree or equiv highly desirable; master's deg preferred. Complete official application before 10/19. AA/EOE (#MGT069)

The power of personal motivation comes from a concise plan of action, and the application of that plan every day of your life.

RNs - LVNs - CNAs**Highest Per Diem Wages in Town!**

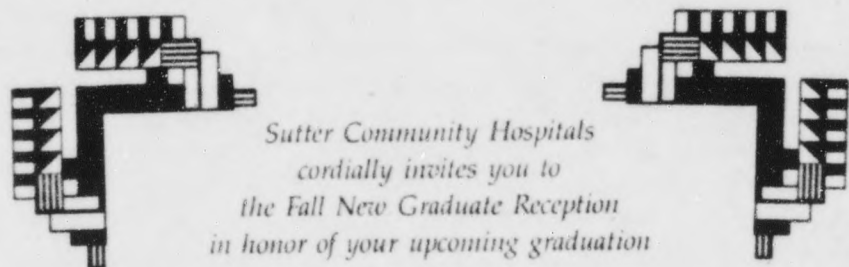
Full Benefit Package

Luxurious skilled nursing facility taking serious inquiries for present and future openings. Come and grow with us.

Contact: Marilyn Suttle
Manor Care Nursing Center
7807 Uplands Way
Citrus Heights, California 95610
(916) 967-2929

MANOR CARE
NURSING CENTER

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Sutter Community Hospitals
cordially invites you to
the Fall New Graduate Reception
in honor of your upcoming graduation

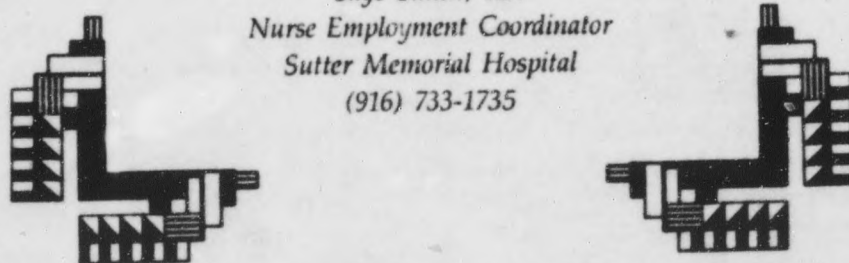
Friday, October 6, 1989 • 5:00 to 7:00 p.m.
The FireHouse • The Golden Eagle Room
1112 Second Street • Old Sacramento
(Please enter via FireHouse Alley)

Nurse Managers and Nurse Educators
will be on hand to celebrate your success
and to answer your questions.

We look forward to seeing you!
Please RSVP by October 2, 1989

Maureen Robinson, RN
Nurse Recruiter
Sutter General Hospital
(916) 733-3735

Skye Smith, RN
Nurse Employment Coordinator
Sutter Memorial Hospital
(916) 733-1735



BIO-RAD

HUMAN RESOURCES COORDINATOR

Bio-Rad Laboratories, Inc.
1000 Alfred Nobel Drive
Hercules, CA 94547
Attn: Human Resources, Dept 050/396
Salary commensurate with exp; benefits include profit sharing & stock purchase. Continued growth has created need to expand our HR Mgmt capabilities. Join a team of results-oriented professionals and begin a career in the dynamic world of biotechnology in HR w/emphasis on bfts admin & corporate compensation. Highly visible position interacts w/mgmt, employees & outside consultants. Success requires tact, persistence, imagination, intelligence & an interest in mgmt of financial resources. FT. Successful candidate will have BS deg and exp in admin of employee bft pkgs or compensation admin. Send resume. EOE

To Advertise, Call (800) 655-JOBS

PERSONNEL ANALYST (ENTRY)

Solano County
580 Texas Street
Fairfield, CA 94533
707/429-6321
Attn: Department of Human Resources
\$26,108-31,735/yr. Perform personnel work in a variety of areas including recruitment testing, classification & compensation, affirmative action, and workers compensation. Full-time. Requires 2 yrs technical public sector personnel experience in 1 or more of the following: recruitment/testing; classification/pay; employee relations; employee benefits; training; and/or affirmative action (bachelor's degree in personnel management, public admin, or business admin may be sub for required exp). Minorities encouraged to apply. Request county application; file by 10/20.

TRAVEL AGENT (part-time)

Travel Travel Los Gatos
15495 Los Gatos Boulevard
Los Gatos, CA 95032
408/358-3454
Attn: Julie Nelson
\$5.7/hr plus paid vacation, holidays & sick leave after 6 mos. Using a computer, make air, car & hotel reservations; sell travel packages including cruises. PT, 2-6pm. Company (established 1981) provides all travel-related services. Must be friendly, outgoing & detailed-oriented. Some travel-related classes preferred. Travel or job-related experience and computer knowledge (Sabre) a plus. Send resume; RTJJ. EEO Employer

Positions available (pending Board of Supervisors approval) at Sacramento County Division of Mental Health, Case Management Services.

Program Coordinator (2)

One Quality Assurance, one Supervision; license required for both. Call Henry Lindsay at (916) 366-2161 by 10/31/89. Pre-screening may be done.

Sr Mental Health Counselor (1) Mental Health Counselor (4)

Masters Required. Applications for Sr MHC and MHC should be filed at:
Sacramento County
Employment Office
710 J Street, Sacramento, CA
(916) 440-5593

by 10/13/89 to be considered for these positions. Call Lisa Bertaccini or Esther Castillo at (916) 732-9401 for more info.

STAFF ASSISTANT

West Valley College, Saratoga

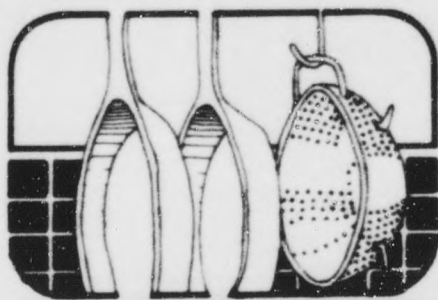
Full-time, temporary position to June 30, 1990. Responsible for providing varied technical, administrative program support to Instructional Dean. Requires BA or equivalent experience in Business, Personnel, Public Administration or related fields and 3 years of relevant professional experience. Salary Range: \$2831-\$3441, paid benefits package.
Application deadline: 10/18/89.

For application and information, call:

(408) 741-2000



AA EOE



Restaurant/ Hospitality

ASSISTANT KITCHEN MANAGER

Chesapeake Pub
2801 Prospect Park Drive
Rancho Cordova, CA 95670
Attn: Craig Aiello / Kitchen Manager
Salary DOE/DOQ (discussed at interview) + vac, holidays, sick leave, and medical ins available after 90 days. Cut meats & fish, cook through dinner period, and supervise employees. Flexible full-time, 5 evenings/wk. Known for steak & seafood, restaurant has been in the Sacramento area 3 yrs. Prefer 5 yrs kitchen help experience and 2 yrs management background. Send resume or apply in person (no phone calls please). EOE

Be positive about your abilities.

ASSISTANT RESTAURANT MANAGER (5)

JEM Management Corporation
814 South Bascom Avenue
San Jose, CA 95128
408/293-5521
Attn: Elizabeth Lira
\$18,000-26,000/yr DOE/DOQ, plus med/dnt ins, 2 wks vac, 2 paid hols, 6 days sick lv after 60-90 days, profit sharing & food/clothing allowance. Supervise 25-100 people, complete daily paperwork (cost control, inventory & ordering), and hire/train staff. 50+ hrs/wk (5 days). All shifts available at locations throughout Northern CA including San Jose, Fresno, and Monterey. 30-yr old company provides mgmt staff for full-service & fast-food restaurants. Req 1-2 yrs food service mgmt exp; leadership & decision-making abilities; RTW, 90-day training program provided. Call for more info; RTJJ. EOE



"Famous for old-fashioned spaghetti"
This fast-paced restaurant has a casual dining atmosphere.

Current entry-level opportunities available.

Kitchen & Prep Help

Part-time or full-time; mornings or afternoons available. \$4.75/hr

Bus Person

PT, 10:30-3pm. \$4.25/hr + tips

Afternoon Hostess

Monday - Friday. \$5/hr

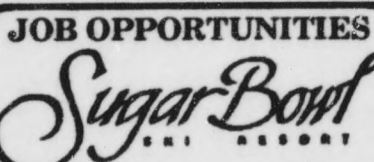
Apply in person:

Mon-Fri 3-4pm, Sat & Sun 1-3pm

12401 Folsom Boulevard

Rancho Cordova, CA

Please use delivery entrance when applying



50 Years of Great Skiing

Come and find out about exciting ski resort work at Sugar Bowl, located on Donner Summit near Truckee, CA.

SEASONAL POSITIONS

- * Housekeepers
- * Lift Operators
- * Garage/Parking Attendants
- * Cashier
- * Cooks
- * And Others



OPEN INTERVIEWS

SATURDAY, OCTOBER 7 & 21
8:00am-4:00pm

For more information, call:

(916) 426-3651

EOE



BAKER

Babe's Bar & Grill
5060 Madison Avenue
Sacramento, CA 95841
916/331-5811
Attn: Scott Cooper/Director of Operations
Minimum \$5.50/hr to start DOE/DOQ. Using industrial Hobart mixer, bun rounder, and conventional ovens, bake all buns, cookies, brownies & turnovers; slice & date items, cashier, and do some clean-up. Some lifting. Hrs 9-5 Mon-Fri. Restaurant (independently owned & operated since 1985) creates fast food from scratch in own kitchen and has a full-service cocktail lounge. Requires only basic baking skills (a home baker qualifies for this position). Cashier exp a plus. Will train the right person. Mature homemakers encouraged to apply. Apply in person. 2-4; RTJJ.

COOK

McGeorge School of Law
3200 5th Avenue
Sacramento, CA 95817
Attn: Office of Administration, Room 104
Salary commensurate with experience, plus excellent benefits including health & dental insurance and much more. Perform a variety of duties from line cooking to food prep work. Position is in university's food service operation. 30-40 hrs/wk. McGeorge School of Law is part of University of the Pacific, and has a full-time day & evening degree-oriented program and excellent facilities with superb landscaping. Requires minimum 1 yr experience. Apply in person only (1-4pm). AA/EOE



CREWMEMBER

Burger King on Campus (CSUS)
6000 J Street
Sacramento, CA 95819
916/454-0363

Attn: Teri Schiro / Restaurant Manager
\$6/hr to start. Entry-level position prepares food, cashiers, and performs some janitorial duties. Full or part-time flexible shifts to fit your schedule. Restaurant has been on the CSUS campus 4.5 yrs. Will train. Apply in person. EOE

Executive Housekeeper

Downtown, full-service hotel is looking for an experienced person with strong management, organizational and technical skills. Competitive salary DOE and benefits package.

Apply in person Mon-Thurs

9-11am or send resume to:

Clarion Hotel • 700 16th St.
Sacramento, CA • 95814

EOE



CREWMEMBER (part-time)

Burger King #2172
2881 Zinfandel Drive
Rancho Cordova, CA 95670
916/638-4146
Attn: Manager

\$4.25/hr DOE; benefits available. Prepare food, cashier, operate drive-thru window, and perform janitorial duties. Full & part-time day & evening shifts available. Must be personable, motivated & energetic. Proof of right to work required. High school students encouraged to apply. Apply in person. EEO Employer M/F/H/V



CREWMEMBERS (6-10)

Burger King #2896
5300 Folsom Boulevard
Sacramento, CA 95819
916/454-4550

Attn: Manager
\$4.25/hr to start. Serve customers, prepare food, cashier, operate drive-thru window, and do light janitorial work. Very flexible full or part-time hrs (open 5:30am-11pm, 7 days/wk). Well-known restaurant (in business 35 yrs) has a convenient location and pleasant atmosphere. No experience necessary; willing to train. Senior citizens encouraged to apply. Apply in person (no phone calls accepted between 11am-2pm). EOE



DELIVERY DRIVERS

Domino's Pizza
5240 Fruitridge Road
Sacramento, CA 95820
916/456-5191
Attn: Manager

\$4.25/hr plus tips & mileage; high earning potential (up to \$10/hr). Deliver pizza, provide good customer service, and perform various kitchen duties. Advancement to management position possible. Flexible full or part-time. Successful, dynamic company makes fast, friendly deliveries and has a fun working environment. Must be at least 18, dependable, and have CDL, own transportation & insurance. Call for more information or apply in person. EOE

FOOD SERVER

Denny's Restaurant
1568 East Main Street
Woodland, CA 95695
916/666-4001
Attn: Manager
\$4.25/hr plus vac, holidays, profit sharing, and medical/dental & life ins. Serve food, wine & beer; bus tables; provide customer services, and clean up. Full & part-time flexible hrs, swing & graveyard shifts available with possibility of some days. 104-seat restaurant is a member of nationwide chain. No experience necessary; will train. Must be at least 18 yrs old and be personable and well-groomed. Apply in person (3-5 Mon-Fri). EOE

FRONT DESK CLERK

Apple Inn
1801 Embarcadero
Oakland, CA 94606
415/436-0103
Attn: Manager
Salary negotiable (minimum \$6/hr) plus incentive bonus program; excellent benefit package available. Handle guest service agent duties at front desk; greet & register all guests, check guests in & out, make reservations, and answer phones. 40 hrs/wk; schedule to be determined. East Bay limited-service hotel on the waterfront seeks someone to complement our front desk staff. Must have a polished appearance and display ease & courtesy in dealing with guests. Prefer hotel or service-oriented industry experience. Will train the right person. Apply in person (9-5).

FRY COOK

Golden Horn
20588 Stevens Creek Boulevard
Cupertino, CA 95014
408/996-2550
Attn: Nick / Owner
\$7/hr plus 1 wk vacation & med ins after 6 mos. Prepare & cook continental cuisine (breakfast & lunch) using grill & broiler. Hrs 6am-2pm Mon-Fri and 8-4 Sat & Sun. Restaurant serving breakfast, lunch & dinner requires 1 yr experience and ability to cook breakfast & lunch. Call for appt; RTJJ. EOE

GENERAL MANAGER (5)

JEM Management Corporation
814 South Bascom Avenue
San Jose, CA 95128
408/293-5521
Attn: Elizabeth Lira
\$24,000-30,000/yr DOE/DOQ, plus medical/dnt ins, 2 wks vacation, 2 paid hols, 6 days sick lv, and food/clothing allowance after 60-90 days. Fully resp for overall restaurant ops; determine food & labor requirements (purchase food and hire/terminate personnel). 50+ hrs/wk (5 days). All shifts available at locations throughout Northern CA including San Jose, Fresno, and Monterey. 30-yr old company provides mgmt staff for full-service & fast-food restaurants. Req 2+ yrs food service management exp and leadership & decision-making abilities. 90-day training program provided. Call for more info; RTJJ. EOE

HOSTESS / HOST (4)

Backstage Cafe Japanese Singing Bar
151 South Murphy
Sunnyvale, CA 94086
408/738-0392
Attn: Kaz Nakayama / Vice President
\$8/hr plus tips; medical & dental ins after 3 mos. Call for appt; RTJJ. Greet customers and seat patrons in bar. Hrs 7pm-2am Mon-Sat, plus overtime when needed. Exciting new bar (opened Feb 16) in the Japanese traditional style features music and friendly atmosphere. Must be dependable & sociable. No experience necessary; will train. Japanese-speaking a plus! College students are encouraged to apply. EOE

SEASONAL EMPLOYMENT



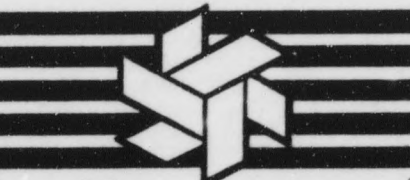
SQUAW VALLEY USA's annual Fall Recruitment will be held on October 7th and 21st, 8:00 am to 3:00 pm (closed 12:00 noon to 1:00 pm for lunch) in the Olympic House. We will be interviewing for most winter seasonal positions.

At Squaw Valley we offer competitive wages and benefits. Benefits may include Season Pass, Medical Insurance, Season Bonus and free mid-week group ski lessons. Discounts on rental equipment, ski accessories, clinics and cinema tickets are available.

For further information, please contact:
PERSONNEL DEPARTMENT
Squaw Valley USA, CA 95730 916/583-6985



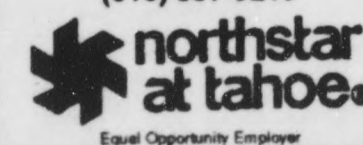
SQUAW VALLEY USA
CALIFORNIA'S 21st CENTURY SKI COMPLEX



Northstar-at-Tahoe is now accepting applications for the 1989-90 Winter Ski Season. Enter the exciting world of ski area operations at one of the Sierra's premier resorts. A wide variety of positions with great benefits, including skiing privileges, are open to all types of people with diverse interests.

The personnel office will be open on a walk-in basis from 9am to 4pm on Sat, October 7 and Sat, October 14. Personnel Dept and supervisors from all winter hiring depts will be on hand to conduct interviews. For further info on any available positions, please contact:

NORTHSTAR-AT-TAHOE
Personnel Dept
P.O. Box 129
Truckee, CA 95734
(916) 587-0210



Equal Opportunity Employer



BREAKFAST • LUNCH • DINNER

LINE COOK

Perko's Family Restaurant
6986 Sunrise Boulevard
Citrus Heights, CA 95610
916/722-0465
Attn: Fred Green

\$6.50/hr to start (2-wk review for immediate increase opportunity) plus vacation after 1 full yr of uninterrupted employment. Our full-service family restaurant with 100+ seats is seeking a creative individual with lots of initiative to perform various kitchen duties including frying, broiling & prep work. Full & part-time day or swing positions available. Requires full-service line cook with minimum 2 yrs experience. Must be enthusiastic, production oriented, and have a professional appearance & attitude. Egg pan exp preferred. Call for appt or apply in person. EOE

MANAGER TRAINEES (5)

Little Caesars Pizza
1590 Oakland Road
San Jose, CA 95131
408/437-1544

Attn: Suzanne / Recruiter-Trainer

\$350-425/wk plus competitive health & dental benefits, tuition assistance program, and 1 wk/yr vacation. Open & close restaurant; handle customer relations and employee development. Flexible full-time; must be available 40-50 hrs/wk (7 days). Largest pizza chain nationwide (2400 stores) has been in business approximately 30 yrs. Must be 18 and have good math aptitude & reliable transportation. Restaurant experience preferred. Call for appt or send resume; RTJJ. EOE



MOTEL MANAGERS

Allstar Inns
30155 Industrial Parkway
Hayward, CA 94544
415/489-9114
Attn: Roger

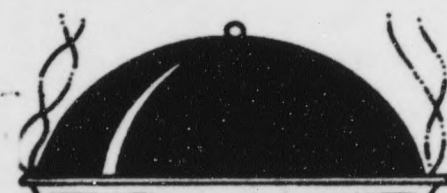
Good salary plus free 1-bdrm apt! Major medical, dental & optical ins incl in bfts. This leading, well-known motel chain is seeking dependable, conscientious, outgoing couples to be resp for managing a motel. Duties include managing staff, bookkeeping & registering guests. If you like people contact and direct customer relations, this job is for you. Great opportunity for retired/semi-retired MARRIED COUPLES! FT. Must work well with others, have good supervisory & organizational skills, and be willing to relocate in Northern CA. No children or pets! No exp required. WILL TRAIN. Call for appt.



OPENER / CLOSER (part-time)

Burger King #5992
4040 Douglas Boulevard
Roseville, CA 95661
916/791-1176
Attn: Manager

\$4.50/hr plus crew incentives. Serve customers, prepare food, cashier, operate drive-thru window, and clean & maintain store. Room for advancement. 30 very flexible hrs/wk between 6:30am-11pm. Brand new location (open 1 yr) at the corner of Douglas & Sierra College Boulevards. No experience necessary; willing to train. Apply in person (no phone calls accepted between 11am-2pm). EOE

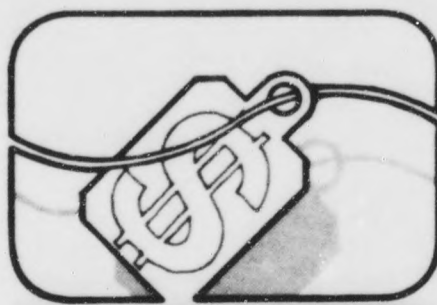


Food & Beverage Manager

Days Hotel is currently seeking a Food & Beverage Manager for its 152-room hotel with indoor/outdoor cafe, lounge and banquet facility.

Send resume with salary requirements to:

Days Hotel
3150 Garrity Way
Richmond, CA 94806
Attention: Manager



**Sales/
Marketing**

ACCOUNT EXECUTIVE

Senderex Cargo
365 Swift Avenue
South San Francisco, CA 94080
408/727-6149

Attn: Michael Holz / Regional Manager

Commission only; \$25,000-100,000+/yr potential DOE. Call commercial & industrial accounts to sell air freight services and perform related clerical work. Flexible hrs 8-5 Mon-Fri. Successful domestic & international air freight company has been in business 17.5 yrs. Requires min 2 yrs freight sales exp and a professional appearance. Must be a well-organized self-starter. If you're looking for a sound company with open territory and unlimited potential, call for appt; RTJJ. EOE

AGRICULTURAL EQUIPMENT SALESPERSON

Gordon-Hansen Company Ltd.
P.O. Box 667
Rio Vista, CA 94571
Attn: Sales

Base salary plus commission, incentives, and medical/dental insurance. Established agricultural equipment sales & service company seeks individuals to serve clients in the rural communities of Solano, Sacramento & Yolo Counties and the Northern Delta area. Full-time flexible hrs. Company is located in a historic Delta River community with excellent recreational opportunities. Requires some agricultural experience. Must be a motivated, people-oriented self-starter. Send resume. EOE

ASSISTANT MANAGER

Cielo
601 Stanford Shopping Center
Palo Alto, CA 94304
415/321-2593
Attn: B. Jaiswal / Owner

\$9-14/hr plus commission; benefits available. Sell women's high-fashion European clothing, motivate sales staff, open & close store, and handle general store merchandising & inventory control. 40 hrs/wk (Store hrs 10-9 Mon-Fri, 10-6 Sat & 11-6 Sun). Store sells avant-garde clothes from Italy, France & Japan. Requires experience in retail sales of fine designer clothing. Must be aggressive & outgoing. Foreign language (Chinese & Filipino) a plus. Call for appointment.

AUTO SALESPERSONS (4)

Don Murtos Chevrolet
19490 Monterey Road
Morgan Hill, CA 95037
408/779-2136 or 225-1370
Attn: Dennis Colburn

Up to 35% commission (\$1600/mo guaranteed salary or unlimited commission potential), plus gas allowance, demo plan, vacation, holiday and medical & dental benefits after 90 days. Call between 10-6 Mon-Fri for appt or more information. Send resume; RTJJ. Sell new & used cars. Full-time; 9-3:30 or 2:30-8:30, 6 days/wk (1 weekend off every 2 mos). South Bay's fastest growing auto dealership seeks outgoing, self-motivated US citizen. Requires straight sales experience, CDL & DMV printout. AA/EOE M/F/H/V

THE PRIDE OF THE LION

Red Lion Inn-Sonoma, a beautiful new hotel near the wine country, currently has excellent opportunities for:

Dinner Cook

(Requires knowledge of sauces and fine dining sauté)

**Pantry Cook
Fry Cook**

(Requires knowledge of hot and cold food preparation)

\$5.50-7/hour

Applicants may apply in person Monday - Thursday, 9-12noon at:

1 Red Lion Drive
Rohnert Park, CA

or call our Job Hotline at:

(707) 584-4613

to apply for these positions or for more information about our additional exciting opportunities.



CUSTOMER SERVICE / COUNTERPERSON

Central Valley Builders' Supply
1100 Viniage Avenue
St. Helena, CA 94574
Attn: Personnel Director

\$12/hr DOE, plus medical/dental & life insurance, retirement plan, vacation, holidays & sick leave. Assist contractors and homeowners with building material & hardware needs, do take-offs from blueprints, and handle other customer service duties. Hrs 8-5 Mon-Fri or Tue-Sat. 30-yr-old business also has a Napa location. Requires broad knowledge of lumber, building materials, and related hardware; and ability to read blueprints and do take-offs. Apply in person.

ELECTRONICS SALESPERSON

Hi-Tech Unlimited
4777 North Blackstone
Fresno, CA 93726
209/224-4444

Attn: Front Desk

Salary DOE (paid weekly) plus medical & dental insurance, vacation, sick leave and store discounts after 90 days. Call for information and/or application and schedule interview; RTJJ. Previous work experience references required. Hi-Tech Unlimited is a computer & electronics store. Hrs 10-6 Mon-Fri. Sales experience with a background in electronics relating to burglar alarms, multi-line telephones, IBM PC computers and coin-op video games a must.

When setting goals for your life, consider all your needs: personal, professional, financial and social.



EMPLOYMENT SPECIALIST (part-time)

California Job Journal
2535 Capitol Oaks Drive, Suite 100
Sacramento, CA 95833
916/925-0800

Attn: Human Resources Director

\$6.92/hr plus excellent commission. Send resume & salary history. Thorough training prepares you to help employers with their hiring needs as an inside salesperson you will call (over the phone) new & existing clients in an industry specialty. Hrs 8-1 Mon-Fri. Largest independent recruitment ad publication has new offices in South Natomas. Prefer sales, personnel, or employment agency background, but will consider heavy phone exp. Looking for competitive people with a professional appearance, strong people skills, and good math, grammar & spelling. EOE H



**A
Gourmet
Opportunity**

Consider an opportunity with the Bay Area's leading catalog retailer, Williams-Sonoma. Our busy Fall season is upon us! We are currently seeking customer-service oriented individuals for the following positions:

**Telephone Service
Representatives**

Successful candidates will possess excellent communication skills. Personal computer or basic typing experience necessary. 10-key a plus. The following seasonal shifts are available:

6:45am-3:15pm

8am-4:30pm

10:30am-7pm

Part-time shifts are also available. We offer a comprehensive training program, competitive entry rates and a generous merchandise discount. Apply in person at our:

Personnel Department
100 Northpoint Street
San Francisco, CA 94133
EOE

WILLIAMS-SONOMA

**The Comfort
CONNECTION**

INSIDE SALESPERSON

The Comfort Connection
5313 Sunrise Boulevard
Fair Oaks, CA 95628
916/961-0683

Attn: Richard

\$6/hr & up to start DOE, + vacation & Kaiser med ins. Looking for energetic, motivated people to staff our newly opened Fair Oaks store. Varied duties include primarily sales & customer service, stocking, light maintenance, and some delivery. Full & part-time position available; store hrs are 10-6 Mon-Wed & Sat, 10-8 Thu-Fri, and 11-5 Sun. Company now has 3 stores offering an outstanding selection of alternative bedding & lifestyle furnishings and very pleasant working conditions. Very willing to train the right person (attitude more important than experience). Stop by to pick up application. EOE

INTERIOR DECORATORS

TransDesign
1460 Millich Lane
San Jose, CA 95117
408/370-6799

Attn: Barbara Langham

25-40% commissioned salary. Call for appt between 9-12 Mon-Fri; RTJJ. This nationwide interior decorating firm is looking for career-oriented, independent representatives to service residential & commercial establishments. Will assist clients with the color coordinating of area carpets, furniture and other interior home and office products. Will develop own clientele. Set own hrs and days. Looking for self-motivated, mature individuals with a flair for decorating. Good communication skills and sales exp needed. Full training provided.

LOCATER

Associated Vending Company
6735-J 32nd Street
North Highlands, CA 95660
916/349-8910

Attn: Duke Marlowe

Paid for each location secured. Work as an independent contractor, securing locations to place vending machines. Full or part-time; set your own schedule (the more you work, the more you make). Wholesaler (in business 2 yrs) serves independent vendors. Must be people oriented, hardworking & dependable. Sales background preferred. No experience necessary; training provided. Call for more information. EOE

AREA MANAGERS

NBA, a recognized National leader in VISA/MASTERCARD draft capture processing is seeking Managers and Sales Representatives:

- Up to \$1000 Per Sale.
- Retire in 10 Years with \$192,000 annual lifetime income.
- Full training and support.
- Experienced Managers can expect 6 figure income within 1 year.

Due to expansion, positions available in Northern & Central CA. Selection based upon experience & interview. Send resume to:

National Bankcard Association
P.O. Box 23618, San Diego CA 92123
(619) 576-2398

We are one of the nation's most progressive, rapidly expanding retailers of contemporary fashions for misses sizes 6-16.

We seek energetic, outgoing personnel to promote quality customer relations, and who enjoy fashion sales, for the following positions:

**STORE MANAGER
&
SALES ASSOCIATES
(FT & PT)**

**in our East Bay Area
Store Locations**

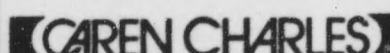
Selected candidates will receive an excellent comprehensive benefits package. For immediate consideration, contact:

Deb South

(415) 943-6191

or

(415) 671-2310



EOE

MANAGEMENT TRAINEE

Safety Plus, Incorporated
1765 Scott Boulevard, Suite 208
Santa Clara, CA 95050
408/241-4476 or 241-3627
Attn: Ram Tak, MBA / District Manager
\$16/hr to start DOE (\$50,000+/yr potential). Growth-oriented position involves responsibility for area sales and technical support for safety products: hire, train, manage & motivate salespeople. Full-time. Well-established, fast-growing East Coast firm has over 120 offices in the US and is expanding to the West Coast. Must be an aggressive self-starter. Some knowledge of safety products helpful. Full training provided. Call for appointment; RTJJ. EOE

"Most of the things worth doing in the world had been declared impossible before they were done."

—Louis D. Brandeis

MANAGEMENT TRAINEES

Electrolux Corporation
2360 South Bascom Avenue
Campbell, CA 95008
408/559-3300

Attn: Ann Thompson

Average manager earns \$40,000-60,000 in commission the first year, plus company benefits. Call for appt; RTJJ. Looking for ambitious individuals to train to sell Electrolux products and open new outlets in the San Jose, Mtn. View, Morgan Hill and San Mateo areas. This established corporation manufactures vacuum cleaners, shampoos and residential & commercial cleaning equipment. Hrs and days may vary, depending on individual. Seeking career-oriented, self-motivated individuals. Sales background helpful. Full training provided.

Step into a Career

Reap the benefits of immediate earning power and quick career advancement toward management.

Florsheim provides: training, flexible hours, 2 weeks paid vacation, company sponsored insurance benefit plan and pension plan. Learn a skill where you are in control of your earnings and prepare for your retail career.

Take the first step and call today:

San Jose Area	East Bay Area
M. Day	T. Voss
(408) 274-8800	(415) 680-8214
San Francisco Area	
A. Martinez	
(415) 362-9114	

**FLORSHEIM
SHOE SHOPS**

Retail

**ASSISTANT
MANAGERS**

Chess King, America's leading young men's wear specialty chain is seeking Assistant Managers. With more than 500 stores coast to coast, we can offer you the career support you deserve.

IF YOU:

- ◆ are a dynamic individual
- ◆ have a flair for merchandising
- ◆ have a strong desire to work in retail
- ◆ have some supervisory experience

WE OFFER:

- ◆ paid training and orientation program
- ◆ medical coverage
- ◆ life insurance coverage
- ◆ dental assistance plan
- ◆ paid vacations, and holidays
- ◆ competitive starting salary with annual review
- ◆ store discounts
- ◆ tremendous opportunity to advance within

If you are ready to meet the challenge in a progressive organization, we have immediate openings in Richmond, Concord and Pleasanton, CA. Interested candidates should contact:

Becky Ponce - Store Manager
Hilltop Mall, Richmond
(415) 223-9900

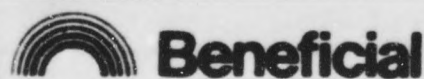
Rick Reitz - Store Manager
Sun Valley Mall, Concord
(415) 680-6034

Kim Harper - Store Manager
Stoneridge Mall, Pleasanton
(415) 463-9889

Monday-Friday, 10am-6pm

CHESS KING

a division of Melville Corp.
Equal Opportunity Employer M/F

**MANAGER TRAINEES**

Beneficial Management Corp. of America
4900 Hopyard Road, Suite 200
Pleasanton, CA 94566
415/734-0212
Attn: Human Resources Department
\$1300-1750/mo DOE, plus excellent benefits including vacation, holidays, sick leave, and medical/dental & life insurance. Train 18-24 mos to manage a branch office with this national finance company. Deal directly with the public in a sales environment. Several positions open in Northern & Central CA. FT, Mon-Fri. Company has 100 offices in Northern CA and approximately 300 employees. Requires graduation from a 4-yr college, strong people skills, sales ability, and excellent communication skills. Must be aggressive, outgoing, confident, friendly, and willing to relocate. Send resume. AA/EEO

MANUFACTURER'S REPRESENTATIVE (2)

CALCO Marketing
1815 Grant Street
Santa Clara, CA 95050
408/986-8396
Attn: Roger Trickett / President
\$1000/mo draw plus 10-15% commission. Gather information on the phone and offer bowling bumpers to bowling centers nationally. Involves some light report work. Flexible hrs 9-4 Mon-Fri. 1-yr-old manufacturer of bowling bumpers requires a good phone personality, high school diploma or equivalent, CDL, and own transportation. No experience required. Call for appointment (8-5); RTJJ. EEO Employer

MEMORIAL COUNSELORS (3)

Lakewood Memorial Park
1900 Santa Fe
Hughson, CA 95354
209/883-4465
Attn: Ben Franklin / Manager
Excellent commission plus competitive bfts. Call for interview (9-4:30pm); RTJJ. Expansion has created new sales positions to market cemetery properties, funeral trusts and burial ins. Req extensive traveling to surrounding vicinities for this leading cemetery in beautiful Stanislaus County. FT, hours & days determined at interview. Must be at least 18 yrs old, neat in appearance and possess good communication skills. No exp req. Leads provided. Training offered to obtain license for insurance sales.

PARTS COUNTER SALESPERSON

Gordon-Hansen Company Ltd.
P.O. Box 667
Rio Vista, CA 94571
707/374-6345
Attn: Willie
Good pay DOE, plus fringe benefits. Sell NAPA auto parts & agricultural equipment parts using the latest computerized inventory system. Rapidly growing agricultural equipment and auto parts company (established 1919) is located in an historic Delta river community with excellent recreational opportunities. Full-time. Case or International Harvester background helpful. Send resume. EOE

A good supervisor can make
all tasks seem meaningful.

PERSONNEL - SALES (2)

EDS (Engineering & Documentation Services)
14583 Big Basin Way
Saratoga, CA 95070
408/741-0100
Attn: Bob North / Partner
\$1500-2000 (1st 3 mos); commission after 3 mos, medical/dental & life ins avail. Telemarketing position calling managers in technical writing or programming field; provide sales & recruitment for contract & permanent high-tech placements. Hrs 9-5 Mon-Fri. Small business offers placement for perm/temp technical writers & computer programmers. Great potential for high pay. Must be a high-energy, motivated, focused individual with good phone skills. Some college & sales and/or recruitment exp desired. Gen tech computer background helpful. Call for appt/more info or send resume; RTJJ.

SALES MANAGER

AMG Enterprises Inc.
P.O. Box 340970
Sacramento, CA 95834
916/929-5426
Attn: Sharon Horne/Administrative Manager
Salary DOE, plus commission, overrides, Kaiser medical insurance after 90 days, vacation, holidays & sick leave. Market nationwide network of mailroom & time-keeping equipment (only 3 competitors in specialized market); manage, motivate, train & advise expanding sales force to improve effectiveness, and forecast monthly sales projections. Hrs 8-5 Mon-Fri. Firm sells & services Friden Aicatel mailing equip and Kronos time-keeping equip. Req marketing background, office equipment outside sales experience, and proven ability to manage a sales force. Product training provided. Call for appt or send resume.

SALES MANAGER

L & S Marketing
1750 Montgomery Street
San Francisco, CA 94111
415/954-8576 or 916/663-2770
Attn: Larry Bowers
Commission, royalties & profit sharing. 5 business leaders needed to expand national water treatment corporation. Develop & train a direct sales team (locally and/or nationally). Must desire well-above average full or part-time income in commissions, royalties & profit sharing. If you have been in real estate, insurance, teaching, marketing, management, etc, or simply enjoy independence in your work, this is ideal for you. Corporate training & support provided. Call for appointment.

SALESPERSON

Peet's Coffee & Tea Inc.
899 Santa Cruz Avenue
Menlo Park, CA 94025
415/325-8989
Attn: Manager
\$5.75/hr DOE, plus benefits after approximately 6 mos. Sell coffee beans & hardware at counter for well-established, high-quality coffee & tea specialty store with a friendly working atmosphere. Involves operating cash register and helping with basic store maintenance. May train to run espresso bar. Flexible full or part-time days including weekends. Must be friendly, hardworking & flexible. Customer relations experience preferred. Call for appointment or apply in person.

SALES REPRESENTATIVES

Orkin Pest Control
North Highlands, CA 95660
916/482-4570
Attn: Mark Matlock
\$1100/mo guaranteed training salary (1st 2 mos), then 15% draw against commissions plus car allowance, 1 wk vacation after 1 yr, holidays, sick leave, medical & life insurance after 90 days and pension plan. Full-time. Market pest control services to homeowners or commercial accounts. Protected territory. Largest exterminator in the world requires a neat appearance, strong communication skills, ambition, and willingness to work hard & learn. No sales experience required; will train. Call (10-noon Mon-Fri ONLY) for a personal interview appointment.

SALES MANAGER TRAINEE

CNC Marketing Company
910 Campisi Way
Campbell, CA 95008
408/559-6055
Attn: Chip Bartley / President
\$3000/mo + commission, vac, holidays, medical, dental, vision, life ins & profit sharing avail after 8 months. Hire, train & motivate sales force; manage sales representatives; supervise staff; and communicate with upper management. Flexible hrs 8-5 Mon-Fri; PT available. Major international marketing company (in business 20 yrs) has offices in the South Bay and around the world distributing bottled water. Must be an assertive, highly motivated ('three-percent') individual. No experience necessary. Call for appt; RTJJ. EOE

"Time is like money; the less
we have of it to spare the
further we make it go."

—Josh Billings

SALESPERSON (2)

The Cabinet Company
591 North McDowell Boulevard
Petaluma, CA 94952
707/765-9767
Attn: Jim Lube / Owner
Commission only: up to \$4000/mo potential income, paid bi-weekly; medical benefits after 90 days. Call for appt; RTJJ. Call on residential contractors to sell cabinets for this 3-yr old manufacturing firm. Hrs 8-5, flexible days. CDL req. Sales and construction experience desirable. AA/EEO

SOFTWARE SALESPERSON

Elaine Ollila, CPA
1270 South Winchester Boulevard
San Jose, CA 95126
408/241-4560
Attn: Elaine
30% commission. Represent accounting and tax preparation software line (and some hardware) to accounting professionals. Travel in own vehicle to make presentations in the South Bay Area. Ground-floor opportunity to work in young venture for established CPA. Flexible full or part-time hrs Mon-Fri (during normal business hrs). Must have own transportation and a professional appearance & manner. Prefer some outside sales and computer experience. Call for appt; RTJJ. AA/EEO

TELECOMMUNICATION ACCOUNT REPS (5)

DisCall
418-B Willow Road
Menlo Park, CA 94025
415/327-0237
Attn: Paul Lindahl / President
Commission basis only (\$30-50k first-yr potential). Call for more info; RTJJ. Develop new accounts for long-distance telephone service. Responsible for telemarketing & customer service; inside & outside sales. Hrs 8-5 Mon-Fri. Small company has been in business 2 yrs. Must be aggressive, mature, and stable. Prefer HS graduate with good communication skills, sales abilities, and sales experience in the communications field. EOE

**TELEMARKETING SUPERVISOR**

California Job Journal
2535 Capitol Oaks Drive, Suite 100
Sacramento, CA 95833
916/925-0800
Attn: Kathy Kellum / Executive Assistant
\$20,000-24,000/yr DOE, plus generous quarterly commission bonus, med/dnt ins after 4 mos, vac, hols & sick lv. Direct & supervise 15-20 inside employment specialists (ad sales), assist in hiring & training sales staff, review ad copy, and interact with mgmt (advise staff & mgmt of issues/problems affecting overall sales). Hrs 8-5 Mon-Fri (exempt). Recruitment publication reqs HS grad, min 5 yrs telemarketing exp incl 2 yrs superv. Must be detail oriented, organized, and have good spelling & math skills. Prefer exp in an advertising or personnel environment. Send resume, refs & salary history/reqs. AA/EEO

AMAZING OFFER!

Tired of your 9-5 job? Money problems? Need a nudge in the right direction? This book will help.
HOW TO START AND OPERATE YOUR OWN PROFITABLE BUSINESS AT HOME
Write today for free information:
A. Theos Publishing
823 West F Street
Oakdale, CA 95361

TELEMARKETER

Professional Reader Service
2105 Hamilton Avenue
San Jose, CA 95125
408/377-7233
Attn: Barbara
\$5.25-11/hr plus bonuses. Using the phone, gather information and offer magazines to business professionals nationwide. Full or part-time; flexible hrs 9-5. In business 2 yrs, company sets up payment plans for magazines. Good phone manners and casual office attire needed. No experience required; training provided. Call for appointment or more information; RTJJ. EEO Employer

TRAVEL SALESPERSON

Uniglobe Fleury Travel
85 Saratoga Avenue
Santa Clara, CA 95051
408/554-1054
Attn: Ray Quheillat
Commission only. Train from regional office in Alameda to sell travel services to small & mid-sized corporate accounts. Flexible hrs. Career opportunity with a small growing company, part of a nationwide network. Requires neat appearance, professional manner, and own transportation. Send resume; RTJJ.



Science/Research

ASST MUSEUM SCIENTIST (Reserve Steward)

University of California, Davis
University Arboretum
TB-122
Davis, CA 95616
916/752-1760
Attn: Employment Office (#1311)
\$1987-2380/mo + bfts including vac & sick leave. Maintain & manage Nature Reserves; maintain & build fences, gates, structures, trails & signs; control introduced vegetation & pests; assist in the design & implementation of environmental monitoring programs, databases, mapping & census of wildlife; and provide security patrol. FT. Req knowledge of natural sciences, familiarity w/field research; skill in the use of landscape tools, tractors & field research equipment; good com skills; and familiarity with basic database, statistical spreadsheets & WP software. Call for more info & university application; OUF. AA/EEO

Don't be concerned with what
you haven't accomplished in
the past - concentrate on
making the rest of your life the
best of your life.

REGISTERED GEOLOGIST

Ensotech
7949 Ajay Drive
Sun Valley, CA 91352
818/767-2222
Attn: Dr. Jeet Sabherwal / President
\$50,000+/yr + benefits (to be discussed). Call for appt or send resume; RTJJ. Supervise all company interactions with govt agencies; consult with a scientist, geologist & engineers; and handle computer-related communications. Hrs 8-5 Mon-Fri. Established 15-yr-old firm specializes in the remediation of contaminated soil & water. Req MA degree in a related field; 5 yrs exp in hazardous waste management; strong communication skills; knowledge of the rules & regulations governing the handling of hazardous waste materials; and an ability to make independent decisions. US citizenship required. EOE M/F/H/V

Join Our Team of Advertising Sales Professionals

If you'd like to be part of the largest and fastest-growing independent recruitment advertising publication in the country, we'd like to talk with you.

- \$1200/mo. salary plus commissions on all sales after training. First-year earnings up to \$30,000. Excellent benefits after 120 days, including employer-paid medical/dental insurance, paid holidays and paid vacation.
- Our thorough training program will prepare you to help employers with their recruitment advertising needs.
- As an employment sales specialist, you will contact employers over the phone to establish new accounts and service existing clients in a specific industry.
- Comfortable, new offices in the South Natomas area of Sacramento. Hours 8:00-5:00 Monday through Friday.
- Full-time positions require previous sales, personnel, customer service, or heavy telephone experience. Strong people skills, professional appearance, good spelling and grammar, and math aptitude also necessary.
- We are an AA/EEO employer. Physically disabled and senior citizens are encouraged to apply.

Apply in writing with complete work and salary history to John Learned/Personnel
No Phone calls please

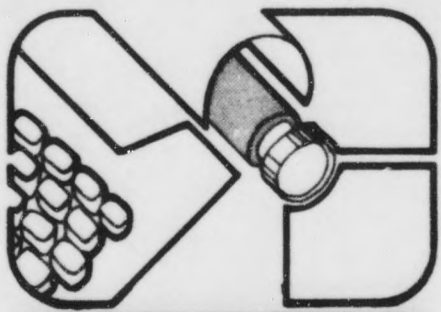


2535 Capitol Oaks Drive, Suite 100, Sacramento, CA 95833

EARN MONEY READING BOOKS

**\$30,000/YEAR
INCOME POTENTIAL**

Details:
(1) 805-687-6000
Ext. Y-2626



Secretarial/ General Office

ADMINISTRATIVE ASSISTANT

WCI Agency
10780 Santa Monica Boulevard, Suite 470
Los Angeles, CA 90025
213/470-6463

Attn: Frankie Fields / Branch Manager
\$30,000/yr plus vacation, holidays, sick leave, and medical/dental ins. Type, make copies & revisions, and assist president, vice president & branch manager with all phases of company operations. Hrs 8:30-5:30 Mon-Fri. Personnel agency with 10 locations has been in business 12 yrs. Must type 50 wpm and have excellent computer skills. Call for appt; RTJJ. EOE

CLERK III

Los Rios Community College District
American River College (F/T)
1919 Spanos Court
Sacramento, CA 95825
916/920-7912

Attn: Classified Recruitment
\$1436/mo plus shift differential, medical/dental benefits, and paid vacation & holidays. Perform clerical duties in the Learning Resource area. Full-time, 1-9:30pm Mon-Thu and 8-4:30 Fri. Requires 40 wpm typing and 2 yrs general clerical experience including 1 yr equivalent to Clerk II with the District (1 yr college-level business & clerical coursework may substitute for 1 yr required exp). Call for information (7:30-2 Mon-Fri) and/or request app; file by 10/13/89. AA/EOE

CUSTOMER SERVICE - COUNTER

Country Rental Center
15721 Los Gatos Boulevard
Los Gatos, CA 95030
Attn: Mack / Branch Manager

\$350/wk to start DOE, plus vacation, holidays, sick leave, and medical/dental ins after 90 days. No phone calls please. Apply in person; RTJJ. Fill out rental contracts, collect money, assist customers with information, and answer phones. Full-time flexible hrs (must be avail some weekends). Busy, fast-paced equipment company rents trucks, trailers, construction equipment, furniture & partyware, etc. Requires HS graduate, some retail or customer service experience, CDL, and DMV printout. Must be friendly, personable, and neat in appearance. Good math skills a plus. EOE

CUSTOMER SERVICE REPRESENTATIVE (PT)

Pizza Hut Customer Service Center
Fair Oaks, CA 95628
916/965-8590
Attn: Manager

\$4.25/hr and up DOE. Take phone orders for pizza deliveries and input information on CRT for company with very congenial office atmosphere. Part-time between 10:30am-11:30pm Sun-Thu and 10:30pm-2am Fri & Sat (weekend & evening work required). Must type 20 wpm and be dependable, customer oriented, and willing to work. Typing or CRT experience a plus. Call for more information (2-4pm). EOE

DATA ENTRY PERSON

Zipsort
819 North 10th Street
Sacramento, CA 95814
Attn: Personnel

\$4.25/hr. Entry-level position enters zip codes into computer and drops standard mail into computer slot for bar coding. Full or part-time shifts available; hrs to be discussed. Company sorts mail by zip code and forwards to the US Postal Service. Must be dependable, hard-working, and have accurate 10-key skills (will be tested at time of interview). 10-key experience a plus. Apply in person (8-5 Mon-Fri).

OFFICE PERSON (2)

G.T. Trade Bindery
285 Sobrante Way, Suite A
Sunnyvale, CA 94086
408/733-8023

Attn: Gary Thomson / President
\$7/hr & up negotiable, plus vacation, holidays, PIMC medical, and dental ins after 90 days. General office duties include proofreading, typing, answering phones, and producing production reports. Hrs 8-4:30; some overtime. Growing commercial trade bindery has been in the area 8 yrs. Requires HS education, 50 wpm typing, accurate proofreading & typing skills, excellent phone skills, and punctuality. Desire mature professionals with ability to work well with little supervision. College deg & IBM (or compatible) computer exp a plus. Call for appt/more info or apply in person; RTJJ. EOE

OUTREACH CLERK

Los Rios Community College District
Mather Air Force Base (F/T)
1919 Spanos Court
Sacramento, CA 95825
916/920-7912

Attn: Classified Recruitment
\$1503/mo plus shift differential, paid vacation & holidays, and medical/dental benefits. Perform responsible clerical & record-keeping work for outreach center; exercise good judgment in application of established policies & procedures. Hrs 10-7 Mon-Thu & 8-4:30 Fri (11:30am-3:30pm during peak periods). Requires 3 yrs responsible clerical/accounting experience and 45 wpm typing. College course work in business & clerical education may substitute for 2 yrs required exp. Call for info/district application (7:30-2 Mon-Fri) or apply in person; file by 10/13/89. AA/EOE

"True greatness is in
the character, never in
the circumstances."
— J.R. Miller, DD

PERSONNEL ASSISTANT

Cerwin-Vega Inc.
555 East Easy Street
Simi Valley, CA 93065
805/584-9332

Attn: Linda Symchak / Personnel Manager
\$6.50-9/hr DOE/DOQ, plus 1 wk vac after 1 yr, 5 hols, and med/dnt ins after 90 days. Type, file, do computer work, provide relief on switchboard, perform general clerical duties in personnel, and coordinate van-pool for employees. Hrs 8-5 Mon-Fri plus occasional overtime. International audio speaker manufacturer (based in Simi Valley) has plants in Denmark & Canada. Requires knowledge of workers' compensation insurance, min 1 yr exp, 35-40 wpm typing, bilingual skills (Spanish/English), and right to work. Non-smoker with some college preferred. Call for appt asap; RTJJ.



RECEPTIONIST

KRAK Radio
1436 Auburn Boulevard
Sacramento, CA 95815
Attn: Business Manager

Salary commensurate with exp. + vacation, hols, sick lv, and medical/dental & life ins. Answer 5 incoming phone lines using Toshiba system; handle all incoming & outgoing mail including recording checks; greet visitors & clients in front lobby (distribute prizes to contest winners); and do some typing & filing. Involves heavy phone contact & mail management and close contact with the public. Hrs 8:30-5:30 Mon-Fri; begins 10/9. Busy local radio station requires 35-40 wpm typing and basic office skills. Must be personable & punctual. Training provided. Send resume or apply in person. EOE

SECRETARY

Echo Design
1606 Remuda Lane
San Jose, CA 95112
408/436-1294

Attn: Phyllis Hanohano-Munder / Recruiter
\$10-14/hr (negotiable); benefits available. Handle typing, filing, and word processing; answer phones; and arrange travel. Hrs 8-5 Mon-Fri. In business 22 yrs, design & development firm designs printed circuit boards for computers. Requires 3-5 yrs experience; 50 wpm typing; and knowledge of Lotus, Word Perfect & MultiMate. Call for appointment, send resume, or apply in person; RTJJ. EOE



SECRETARY I (part-time)

San Joaquin Delta College
Administration Building, Room 202
5151 Pacific Avenue
Stockton, CA 95207
209/474-5059

Attn: Personnel Office
Approx \$730/mo to start. Half-time school-year position in Registrar's secretarial pool. Coll with 20,000 day & evening students is located 45 minutes south of downtown Sacramento. Req 50 wpm typing cert; 80 wpm shft cert; secretarial exp; knowledge of modern office practices, procedures & equip; ability to operate various otc machines including typewriters, word processors, copiers, microcomputers, calculators, adding machines & other equip req for position; and ability to deal effectively & diplomatically w/the public & district employees. Submit materials including coll app by 10/13; no phone calls please. AA/EOE

SECRETARY (part-time)

Santa Clara, San Mateo County Electric
789 South Genevieve Lane
San Jose, CA 95128
408/243-6510 or 415/961-9830
Attn: Personnel

\$7-10/hr negotiable DOE/DOQ. Answer phones, file, and do light typing & general bookkeeping. PT schedule to be determined. Casual office is part of a rapidly-expanding 2-yr-old electrical contracting company (residential, commercial & industrial). Requires at least 1 yr experience. Call for more information; RTJJ.

SECRETARY I - SUPPORT SERVICE (MATRICULATION)

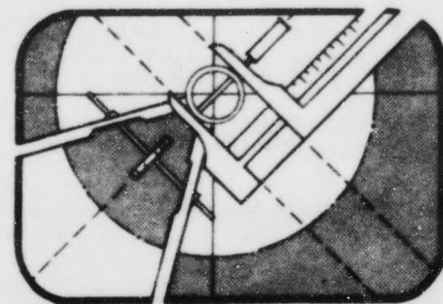
Soiano Community College District
4000 Suisun Valley Road
Suisun City, CA 94585
707/864-7128

Attn: Personnel
\$1336/mo plus full benefit package. Perform clerical duties for college assessment orientation and the counseling components of matriculation program. Hrs 12-8:30pm Mon-Thu & 8-4:30 Fri. Requires 1 yr typing and general clerical experience. Must type 45 wpm and be able to work independently. Word processing skills desirable. Call for application; file app & take typing test on 10/12 at 3pm. AA/EOE

STAFF ASST - FOUNDATION DEVELOPMENT

Chabot College
South County Community College District
25555 Hesperian Boulevard
Hayward, CA 94545
415/786-6644

Attn: Personnel
\$1998/mo + xint bfts. Under direct supervision of Foundation Development Officer, perform tasks requiring a high degree of independent judgment. Type, answer phones, and interact effectively with diverse constituencies. Hrs 8-5 Mon-Fri, 12 mos/yr; starts approx 11/11. Req HS grad/equiv, knowledge of office practices, 65 wpm typing (typing & spelling test given at 5:30pm 10/19 or 2:30pm 10/20), and 2 yrs secretarial exp. Must have a professional manner and be service oriented. Word/data processing skills desirable. Complete official application before 10/19. AA/EOE (#FDO001)



Technical/ Engineering

ARCHITECTURAL ARTIST

Carlos Diniz Associates
668 La Fayette Park Place
Los Angeles, CA 90057
213/387-1171

Attn: John Messer
\$10+/hr DOE/DOQ, plus med/dnt ins, vac, hols, and pft shr after 3 yrs. Construct mechanical layouts for architectural illustrations. Flexible hrs 9-6 Mon-Fri plus some overtime as required to meet deadlines. Small illustration studio (in LA 30 yrs) provides very technical services. Must be dedicated, involved, creative, willing to put in long hrs, able to utilize plane projection method of perspective, and have excellent communication skills and right to work. Submit portfolio & resume; RTJJ. EOE M/F/H/V

Supervisory General Engineer GM-14

Salary \$48,592-\$63,172 DOE
The Department of Energy has an excellent opportunity for an experienced Supervisory Engineer to provide supervision and direction for the management, site development planning and maintenance of real property and DOE's national laboratories. Responsibilities also include strategic facilities initiative program, utility service mgmt, and the federal energy management program. A BA in engineering is req. DOE offers job security, holidays, vacations, sick leave, med & life ins.

Come be a part of our professional staff.

Call (415) 273-6383
for package 89-2977]

Department of Energy
Attn: PED
1333 Broadway
Oakland, CA 94612

ASSISTANT / ASSOCIATE PLANNER

El Dorado County
330 Fair Lane
Placerville, CA 95667
916/621-5565

Attn: Personnel Department
\$1878-2277/mo (asst), \$2153-2616/mo (associate), negotiated salary increase pending. Seeking prof planners to fill challenging new positions in rapidly growing county. Compile data for use by urban planner in making planning studies; summarize info from maps, reports, field/file investigations & books; and prepare statistical tabulations, computations, charts & graphs to illustrate planning studies for population, traffic, transportation, proposed subdivisions, public utilities, zoning & land use. FT. Req equiv to planning/public admin degree. Associate also requires 18 mos professional planning exp. Apply by 10/22. EOE M/F/H

ASSISTANT CIVIL ENGINEER

Creagan + D'Angelo
225-H Cannery Row
Monterey, CA 93940
408/373-1333

Attn: Stanley Kulakow / Vice President
\$25,000+/yr potential DOE; benefits avail. Handle drafting, computing, research & report writing; prepare/check legal descriptions for feeds, easements & right-of-ways; assist in planning & designing improvements or new roads/structures (prepare plans, profiles & cross-sections); make quantity estimates; act as inspector on small projects. Full-time Mon-Fri. Req major in civil engr or agricultural engr with emphasis in hydraulics, hydrology, highway engr, structures, surveys; confidence in using computers; and eligibility for EIT exam. EIT cert & some exp preferred. Send resume; RTJJ.

CAD OPERATOR

Stephen Short & Associates
2802 Marconi Avenue, Suite B
Sacramento, CA 95821
916/488-3795

Attn: Roland
Salary commensurate with experience, plus excellent benefits. Run ARRS software in rapidly growing architectural firm. Hrs 8-5 Mon-Fri. Must be able to work with minimal supervision and operate Unix system. Qualified individuals only need apply. Call for appointment.

CIVIL DESIGN ENGINEER

Bowman & Williams
1011 Cedar Street
Santa Cruz, CA 95060
408/426-3560

Attn: Vic Lauderbach / President
\$35,000+/yr potential salary DOE; benefits available. Resp for road designs; residential, subdivision & shopping center improvement designs; hydraulics; hydrology; and public works engineering duties. Full-time, flexible hrs Mon-Fri. Company handles contracts in Santa Cruz County (60% is private industry, 40% is government). Staff has 12 employees including 2 registered civil engineers and 1 licensed land surveyor. Requires EIT certificate and 3 to 4-yr engineering background. Civil engr registration preferred. Call for appt; RTJJ.

CIVIL ENGINEER

Evergreen Engineering
5000 Bechelli Lane, Suite 201
Redding, CA 96002
916/222-1323

Attn: Roger Frasier / Owner
\$35,000-50,000/yr negotiable DOE/DOQ, + vacation & profit sharing after 1 yr, holidays, and medical insurance after 30 days. Responsible for subdivision & commercial design projects for growing 13-yr-old engineering firm. Travel to local job sites. Hrs 8-5 Mon-Fri plus occasional overtime. Requires AutoCAD experience, 5-10 yrs exp with a private consulting firm, and outstanding written & verbal skills. Must be a non-smoker, in good health, and have CDL, transportation & insurance. Structural background preferred. Christians encouraged to apply. Send resume; RTJJ.

CIVIL ENGINEER

Val Con Engineering
72 Moody Court
Thousand Oaks, CA 91360
818/889-8822

Attn: Candace Daniel / Human Resources
\$36,000-44,000+/yr DOE/DOQ, + vac after 1 yr, hols, sick lv, and med/dnt ins after 30 days; pft shr pending. Design & manage land development & waterworks projects and supervise crew of designers & draftspersons for growing coastal Ventura County engineering firm. 44 hrs one week, 36 hrs the next (every other Fri off). Requires engineering degree, land development & waterworks experience, written & verbal communication skills, tools, and RTW. Send resume; RTJJ. EOE

CIVIL ENGINEERING COMPUTER TECHNICIAN

Val Con Engineering
72 Moody Court
Thousand Oaks, CA 91360
818/889-8822

Attn: Candace Daniel / Human Resources
\$12-16/hr DOE/DOQ, plus vac after 1 yr, hols, sick lv, and med/dnt ins after 30 days; pft shr pending. Use CAD to input design data for growing coastal Ventura County engineering firm. 44 hrs one wk, 36 hrs the next (every other Fri off). AutoCAD/VANGO experience a must. Right to work required. Send resume; RTJJ. EOE

Act as if you are going to succeed and you begin to make it possible by improving your present performance.

DRAFTSPERSON

Anderson & Associates Engineering
3040 East Olive Avenue, Suite 103
Fresno, CA 93701
209/485-1300

Attn: Mary / Secretary-Treasurer
\$4.25/hr and up DOE/DOQ. Call for interview; RTJJ. Civil engineering firm has been in business 45 yrs. Hrs 8-5 Mon-Fri. Req minimum 1 yr exp and good freehand inking.

DRAFTSPERSON (2)

Ron Dick & Associates
Campbell, CA 95008
408/374-3660

Attn: Mrs. Owens / Administrator
\$7-20/hr negotiable DOE/DOQ, plus vacation, holidays, sick leave, and medical insurance after 90 days. Draw architectural designs of subdivision & custom-built homes for 32-yr-old CA-licensed residential design firm. Full-time, 8:30-5 Mon-Thu and 8:30-12 Fri. Requires 5 yrs residential design drafting experience. Call for appointment only; RTJJ. EOE

ELECTRICAL ENGINEER

Mattson Beaudin Engineering, Inc.
2445 Morena Boulevard, Suite 204
San Diego, CA 92110
619/275-5811

Attn: Edward Beaudin / President
\$33,000-42,000/yr DOE/DOQ; medical/dental ins, 1 wk vacation & 6 holidays avail. Using IBM PC, design electrical systems (lighting & power) for buildings and site work. Travel to job sites occasionally. 8 flexible hrs/day Mon-Fri. Mechanical & electrical consulting firm (in business 6 yrs) handles government, city & commercial contracts. Requires CA professional engineer certification; minimum 5 yrs exp in building lighting & power design; CDL; and right to work (must be capable of obtaining government clearance). Call for more info; RTJJ.

CITY OF SPARKS (Reno, Lake Tahoe Area)

ASSOCIATE PLANNER

\$28,458-36,496/yr + full benefit package. Perform professional-level work in the field of urban/city planning. Must have bachelor's degree in urban planning, urban affairs, or a related field, and four years professional experience in city, county or regional planning, or a master's degree from an accredited college or university in city or urban planning and two years experience in city, county or regional planning. Deadline: 4:00pm Friday, October 20, 1989. Transcripts must be received prior to the oral examination, which will be held approximately the week of November 20, 1989.

SENIOR PLANNER

\$31,436-40,314 annually + generous benefit package including employer-paid PERS and family insurance. Bachelor's degree in urban planning, urban affairs or related field; four years professional experience in city, county or regional planning. Responsible for research, design and related work in development of major planning activities and special projects, focusing on update of Master Plan. Deadline: 4:00pm 11/3/89. Transcripts required at time of interview. Detailed resume, transcripts and City of Sparks application are required. Apply to:

Employee Services

PO Box 857, Sparks, NV 89432-0857
Phone (702) 356-2345 for info.
AA/EOE

Assistant Technical Services Manager

Holly Sugar Corporation is seeking an Assistant Technical Services Manager for its Tracy, California factory. This new position, which will report to the Technical Services Manager, will be responsible primarily for all technical and reporting functions associated with the Taring and Testing Laboratories. The individual must have a BS degree in chemistry, chemical engineering or food science. Prefer a minimum of one year's experience in laboratory background. Excellent communication skills required. We offer an attractive compensation and benefit package.

If interested, please send resume and salary requirements in confidence to:

Manager of Human Resources
and Industrial Relations
P.O. Box 1052
Colorado Springs, CO 80901

EOE

JOB CAPTAIN / SENIOR DRAFTSPERSON

Stephen Short & Associates
2602 Marconi Avenue, Suite B
Sacramento, CA 95821
916/488-3795

Attn: Roland Delmendo

Salary commensurate with experience, plus excellent benefits. Responsibilities include production drawings under minimal supervision, and coordinating work with engineers; some client contact. Hrs 8-5 Mon-Fri. Rapidly growing medium-size architectural office requires 4-5 yrs Type I construction experience. Must be highly motivated, able to direct others, and familiar with Type I construction & Title 24 requirements. Call for appt or send resume.

Don't be surprised if your next interview with a college recruiter is videotaped. This procedure is gaining popularity with employers who say it expedites the screening process - enabling them to interview more applicants than ever before.

LAND SURVEYOR

Louis and Diederich Inc.
778 North First Street
San Jose, CA 95112
408/297-3121

Attn: Barbara / Office Manager

\$3000+/mo DOE; Kaiser medical benefits provided after 90 days. Send resume or call for more info: RTJJ. Oversee all aspects of surveying municipal public works & residential land development projects. 40 hrs/wk Mon-Fri, or whatever time necessary to complete work. Company is a small public works & residential land development surveying firm. Req California surveyor license and 5 yrs experience minimum. Prefer applicable education. Must be a professional, responsible, independent decision-maker with supervisory skills. US citizenship req. EOE

LAND USE PLANNER

City of Piedmont
120 Vista Avenue
Piedmont, CA 94611
415/420-3046

Attn: Personnel

\$30,804-37,440/yr + bfts. Under gen direction of Public Works Dir, process dev applications for variances, use permits, gen plan amendments, and design review; prep/present Planning Commission reports as req; review plans & ensure compliance w/zoning ordinance specs, state laws, conditions of approval imposed by Planning Commission/City Council. FT. Req grad from accredited coll/univ w/major in urban planning/closely related field and 2 yrs exp in planning incl exp in project review. CA Planning Law & report writing. Design review exp & master's in planning/related field des. Call for city app; file by 10/20. AA/EOE

ENGINEERING TECH II/III

II- \$2205-2689 monthly
III- \$2435-2969 monthly

Acts as resident engineer on major construction projects. Requires 6 yrs civil engineering experience including 2 yrs of supervisory responsibility. Level III requires additional experience in major contract administration. Apply by 5pm Thursday, 10/12/89.

ENGINEER IV

\$3279-3999 monthly

Management-level positions available in several areas including traffic, operations, & community utility support. Requires graduation from college with a degree in civil engineering and 5 yrs in applicable engineering work plus CA registration as a Civil Engineer. Tulare County is located near Sequoia and Kings Canyon National Parks and offers both rural and urban lifestyles, quality affordable housing and excellent schools. Applications taken until positions filled.

Contact:

Tulare County Personnel
2900 West Burrel
Visalia, CA 93291
(209) 733-6266

Equal Opportunity Employer

OPTICAL INSTRUMENT ENGINEER

Photon Inc.
970 University Avenue
Los Gatos, CA 95030
408/354-5600

Attn: Marie

\$60,000-65,000/yr DOE, plus vacation, sick leave, medical & life ins, and possible participation in incentive stock option program. Develop new optical products and market, engineer & manage product through production cycle. Hrs 8-5 Mon-Fri. Small optical manufacturing company has been in business 6 yrs. Requires BS or MS degree in optics, 10 yrs exp in optical field, marketing skills, and some engineering, research & development skills. Must be organized, hardworking, and have a neat appearance. Call for more info or send resume (open until filled): RTJJ. AA/EOE

PLANS EXAMINER I / II

El Dorado County
330 Fair Lane
Placerville, CA 95667
916/621-5565

Attn: Personnel Department

\$1886-2246/mo (level I), \$2056-2454/mo (level II), plus fully paid PERS. Inspect building plans to ensure compliance with codes & laws. Full-time. Requires at least 1 yr exp as building inspector or plan checker or 2 yrs college coursework in civil/structural engineering, architecture, or plans checking. Level II also req plans examiner certificate and 1 yr experience. Apply by 10/20/89. EOE M/F/H

"Measuring your success by the standards of others doesn't work... every time you catch up with the Joneses, they refinance."
- Harvey Mackay

PROJECT ARCHITECT

Ware & Malcomb Architects
20950 Warner Center Lane
Woodland Hills, CA 91367
818/999-2151

Attn: Larry Armstrong / Principal

\$35,000-45,000/yr DOE/DOQ, + 2 wks vacation after 1 yr, med/dnt ins, and pft shr. Handle all phases of commercial & industrial projects; talk with consultants, contractors & clients; perform some supervisory duties; and be present at local & Southern CA job sites as req. Hrs 8-5 Mon-Fri plus occasional OT. 17-yr-old architectural firm has 4 Southern CA area offices. Req architecture degree; production design skills; min 5 yrs exp as project architect in commercial/industrial & tenant improvement projects; and own tools. Must be dedicated and have RTW. Tilt-up exp preferred. Call for appt or more info asap: RTJJ. EOE

PROJECT ARCHITECT / PROJECT MANAGER

Stephen Short & Associates
2602 Marconi Avenue, Suite B
Sacramento, CA 95821
915/468-3795

Attn: Roland Delmendo

Competitive salary commensurate with experience, plus benefits. Responsible for a project from design development to construction administration for rapidly growing medium-size architectural office. Hrs 8-5 Mon-Fri. Must be highly motivated, CA-licensed architect. Requires ability to work with others, and familiarity with Title 24 requirements and dealing with agencies. Call for appointment or send resume: RTJJ.

PHOTOGRAMMETRIST

REQUIREMENTS FOR THIS POSITION INCLUDE 10 YEARS EXPERIENCE IN TOPOGRAPHIC MAPPING AND LAND DEVELOPMENT RELATED FIELDS. MUST BE PROFICIENT AT OPERATING A VARIETY OF ANALYTICAL PLOTTERS AND HAVE A STRONG BACKGROUND IN ANALYTICAL BRIDGING AND BLOCK ADJUSTMENTS. HURRY, THIS POSITION WON'T LAST LONG.

CIVIL ENGINEERS

REQUIREMENTS FOR THIS POSITION INCLUDE 2-5 YEARS EXPERIENCE. REGISTRATION IS A PLUS. WE SPECIALIZE IN MUNICIPAL SUBDIVISION AND LAND DEVELOPMENT.

IF YOU ARE LOOKING FOR A NEW CHALLENGE AND LIKE A FAST PACE, THEN OUR PROGRESSIVE, SAN DIEGO CIVIL ENGINEERING FIRM IS FOR YOU.

AS A MEMBER OF OUR TEAM, YOU'LL ENJOY GREAT BENEFITS & A COMPETITIVE SALARY. SEND RESUME TO:

RICK ENGINEERING COMPANY
5620 FRIARS ROAD
SAN DIEGO, CA 92110

AN EQUAL OPPORTUNITY EMPLOYER

**PROJECT ESTIMATOR**

Allied Engineering & Production Corporation
2421 Blanding Avenue
Alameda, CA 94501
415/522-1500

Attn: Michael Kahn / Contracts Admin

Salary commensurate with experience; excellent paid fringe benefit package includes 401K plan. Bay Area job shop seeks a highly motivated individual to add support to our estimating department. Estimate labor from mechanically drawn blueprints for manufacturing large machine parts. Full-time salaried position, Mon-Fri, hrs to be discussed. Must be able to read mechanical drawings, make own take-offs, and estimate labor. Please apply in person or call for appointment: RTJJ. EOE

PROJECT MANAGER

Harding Architects
550 Del Amo Boulevard, Suite 200
Carson, CA 90746
213/532-3870

Attn: Dick Geisert / Chief Financial Ofcr

\$30,000-36,000/yr DOE/DOQ, + med ins after 60 days, pft shr & vac after 1 yr, and hols. Supervise draftspeople, and commercial & residential projects from start to finish. Hrs 8-5 Mon-Fri. 12-yr-old architectural firm requires non-smoker with CDL, own transportation & tools, and working knowledge of Arch II Spec in tilt-up construction. Engineering degree preferred. Call for appt or send resume asap: RTJJ. EOE

SENIOR CIVIL ENGINEER

Oscar Larson & Associates
317 3rd Street
Eureka, CA 95501
707/445-2043

Attn: Marty McClelland/Operations Manager

\$40,000-50,000/yr DOE/DOQ, plus 1 wk vacation after 6 mos (2 wks after 1 yr), 7 holidays, and medical insurance after 6 mos. Supervise technical work related to municipal water, wastewater & road projects. Some travel throughout area (not overnight). 40-60 flexible hrs/wk (some weekends). 40-yr-old engineering firm is based in Humboldt County and has offices in Crescent & Eureka. Requires licensed civil engineer with engr degree and at least 5 yrs supervisory experience. Send resume, references & salary history/reqs asap: RTJJ. EOE

SENIOR DRAFTSPERSON / JOB CAPTAIN

Herbert T. Krumpke Architect Inc.
6021 Madison Avenue, Suite E
Carmichael, CA 95608
916/338-1200

Attn: Herb Krumpke

Salary commensurate with qualifications; benefits negotiable. Responsible for preparation of preliminary & construction drawings. Hrs 8-5 Mon-Fri. Small architectural firm (in business 11 yrs) specializes in residential projects. Requires significant experience in multi-family residential & Type V construction. AutoCAD, design, and field exp helpful, but not necessary. Call for more information or send resume and sample of work. EOE

SENIOR ENGINEER - MECHANICAL

University of California
Office of the President
300 Lakeside Drive, 9th floor
Oakland, CA 94612-3550
415/987-0825

Attn: Personnel (#8-21)

Min \$43,500/yr DOE, xint bfts. Develop policy & guidelines for utility usage/energy efficiency; admin energy conservation pgm; monitor electric & gas utilities' regulation/rates/svc; analyze proposed energy & related legislation; review mech/electrical aspects of capital projects; and provide tech support. Some travel. FT. Req coll grad w/major in engr and 5 yrs engr exp, incl 2 yrs resp design/analysis work. OR equiv ed/exp, prof engr lic; knowledge of central plant, HVAC, electric infrastructures & energy conservation methods; xint oral/written skills; org ability. Large org admin exp des. Send res: OUF. AA/EOE

Intergraph Operator

Intergraph operator: IGDS, APDP, or SPFL desirable, shift work and travel may be required, salary DOE.

Send resume to:

TYCADD Corporation
665 Chestnut Street
San Francisco 94133-2380

No Phone Calls

You're a What?

One of the most common conversational questions is "What do you do for a living?" You will raise more than a few eyebrows if you can truthfully answer with one of the following actual titles from the Department of Labor's Dictionary of Occupational Titles.

♦ **Alley Cleaner** - an individual who cleans the aisles, or alleys, in a textile factory.

♦ **Lead Beater** - controls a battery of beaters in the paper mash-making process.

♦ **Bed Rubber** - tends machine that grinds rough-sawn stone blocks to a smooth surface.

♦ **Bottom Brusher** - polishes the bottoms of shoes.

♦ **Bunghole Borer** - operates a machine to bore exit holes, or bungholes, in wine barrels.

♦ **Butt Presser** - operates machine that presses hog butts into slabs for meat processing.

♦ **Car Pincher** - repositions railroad cars manually using a crowbar called a pinchbar.

♦ **Cat Hooker** - fastens cables around logs for transport in logging yards.

♦ **Chick Grader** - grades baby chicks according to appearance.

♦ **Chief Cruiser** - cruises forest lands estimating volume of usable timber.

♦ **Tongue Clipper** - cuts threads connecting tongues to rubber shoes.

♦ **Corner Cutter** - tends machine that cuts L-shaped pieces from cardboard boxes to facilitate folding.

♦ **Debubbler** - uses high-pressure heating equipment to remove bubbles from plastic materials.

♦ **Dinkey Operator** - operates a small locomotive, or dinkey, in a mining operation.

♦ **Dope Mixer** - mixes nitroglycerin and dry materials to make dynamite.

♦ **Double Bottom Driver** - a driver of a tractor-trailer with two trailers, or bottoms, hitched together.

♦ **Duck Bill Operator** - operates a power shovel with a duckbill scoop.

♦ **Egg Breaker** - separates whites from yolks in a food processing plant.

♦ **Gang Vibrator Operator** - operates a concrete-paving machine that shakes poured concrete to fill empty spots.

♦ **Geoduck Diver** - scuba dives to harvest large edible clams called geoducks.

♦ **Gore Insertor** - inserts preformed leather stabilizers, called gores, into shoes.

♦ **Gutter Mouth Cutter** - cuts stones to form curbstones or gutters.

♦ **Hoghead Singer** - sings hair from hog's heads during slaughtering process.

♦ **Hooker Inspector** - examines cloth for weaving or finishing defects.

♦ **Impregnator** - controls electrical equipment used to impregnate components with insulation.

♦ **Irish Moss Gatherer** - collects Irish moss from rock formations.

♦ **Leaf Sucker** - drives street-cleaning machine that sucks leaves into vacuum chamber.

♦ **Mangler** - operates machine that shapes and smooths knitted garments.

♦ **Mother Repairer** - repairs metal phonograph records called mothers.

♦ **Mud Boss** - tends machine that drains, filters, and dries slimy residue during ore processing.

♦ **Necker** - feeds rolls of cardboard and fabric into machines that produce cardboard linings for jewelry boxes.

♦ **Pickle Pumper** - operates machine that automatically injects meat with a curing solution.

♦ **Redeye Gunner** - fires Redeye Guided Missile System from a military aircraft.

♦ **Rubber Tester** - tests samples of finished rubber goods for durability.

♦ **Shorts Sifter** - tends device that screens short tobacco leaves from acceptable-length tobacco.

♦ **Slasher** - cuts plastic materials to specified lengths.

♦ **Slubber Doffer** - removes, or doffs, yarn bobbins from spinning frames, or slubbers.

♦ **Apprentice Stripper** - strips photographic negatives from their film base.

♦ **Slime Plant Operator** - operates equipment that recovers gold at smelting plants.

♦ **Stud Driver** - replaces pins, or studs, in anodes used in aluminum production process.

♦ **Throw-Out Clerk** - processes department store credit accounts that cannot be routinely processed.

♦ **Tipple Tender** - tends the dumping apparatus, or tipple, that pours cornstarch onto a conveyor belt.

♦ **Twin-Beam Clicker** - operates a machine that cuts out a specific shape of material, called a twin-beam, used in leather production.

♦ **Upsetter** - runs a machine that stretches, or upsets, hot metal bars.

♦ **Waxball Knockout Operator** - removes waxball lasts, or forms, from basketball carcasses with a club.

♦ **White Kid Buffer** - buffs white kid leather to a specified finish.

♦ **Whizzer** - tends a machine that spins felt hat bodies to remove excess water.

♦ **Wort Pumper** - operates a pump that transfers wort, a liquid prepared with malt, used in the brewing process.

♦ **Zyglo Inspector** - applies iron oxide, or zyglo, to metal parts and then examines it under blacklighting for defects.

SURVEY PARTY CHIEF

Whitson Engineering Inc.
1035 Eureka Way
Redding, CA 96001
916/243-8181

Attn: Kay Whitson / Owner

\$12+/hr DOE/DOQ, + med ins after 90 days. Career position gets crew started on projects, helps get staking info from computer, and sets stakes for contractors at subdivisions. 40+ flexible hrs/wk during summer and as weather permits in winter, plus occasional Saturdays. Civil engineering and land surveying firm req min 5 yrs subdivision contractor staking exp and ability to use 41CV calculator. Must be dependable and seeking long-term employment. Some computer & supervisory exp helpful. Land surveyor license helpful, but exp is more important. Send resume asap. RTJJ. EOE

TECHNICAL ILLUSTRATOR (several)

Continental Graphics
9920 West Jefferson Boulevard
Culver City, CA 90232
213/836-8500

Attn: Personnel

\$6/hr to start (entry level) and up DOE/DOQ, plus full benefits after 90 days incl med/dnt & life ins, credit union, vac, hols & sick leave. Prepare mechanical illustrations for manuals. Hrs 7:30-4 Mon-Fri. In business over 20 yrs, company prepares technical documentation (mechanical manuals) for the airline industry. Requires at least 1 yr mechanical drafting coursework, IPB/IPC isometric layout experience a plus. Call for appt or send resume including work sample. RTJJ. EOE

TRANSPORTATION PLANNER

Placer County
175 Fulweiler Avenue
Auburn, CA 95603
916/889-4060

Attn: Personnel Office

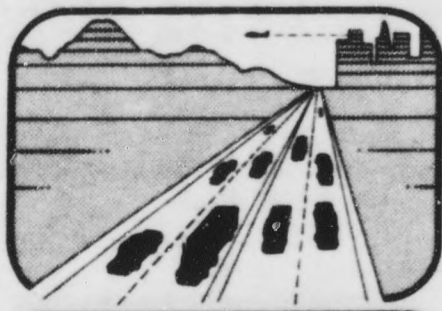
\$2532-3078/mo plus benefits. Conduct, organize, coordinate & implement multi-modal transit & transportation planning activities. Full-time. Requires 2yrs exp in either one or a combination of the following areas: state, local, regional, or urban transportation or transit planning, OR traffic planning, regional transportation studies, transportation corridor route location studies, or legislative transportation studies; AND 4-yr college degree with major in planning, transportation planning, civil engr, or related field, and valid CDL. Call for more info or apply in person; file by 10/13. AA/EOE

**WATER RESOURCES TECHNICIAN I**

Alameda County Zone 7
5997 Parkside Drive
Pleasanton, CA 94566
415/484-2600

Attn: Secretary

\$2283-2719/mo plus excellent benefits. In the flood control section, primary responsibility is drafting and providing engineering support; other duties may include map preparation, survey notes reduction, facilities & field compliance inspections, filing, and record keeping. FT. Minimum qualifications are completion of 60 semester units of college-level studies with emphasis in engineering, engr technology or drafting, math, and/or science; OR 2 yrs FT experience in subprofessional civil engineering or technician work related to water resources. Call or apply in person by 10/30. AA/EOE

**Transportation****CAB DRIVERS**

Monterey Yellow Cab
623 Olympia
Seaside, CA 93955
408/646-1234

Attn: Mary / Office Manager

\$45 per shift plus medical insurance after 90 days. Apply in person. RTJJ. Full-time; 12-hr shifts, 5 days/wk plus overtime. Company, in business 40 yrs, is seeking safe drivers who are familiar with the Monterey area. Must be at least 23 yrs old, a HS graduate, have excellent verbal skills, be dependable, friendly, professional, responsible, and enjoy working with the public. Requires CDL, DMV printout, and US citizenship. AA/EOE

If your progress isn't keeping pace with your potential, chances are your goals aren't clearly defined.

DELIVERY DRIVER - SOD

A.M. Sod
10 Hilltop Court
San Ramon, CA 94583
415/275-0651

Attn: Mike or Dusty Dennis / Owners

Excellent hourly wage. Pick up sod from yard in Manteca and deliver to customers throughout the Bay Area. Drive a single-axle truck with 16-foot bed and trailer with forklift (operate forklift to unload pallets of sod). 40 hrs/wk (to be discussed). Large sod delivery company has been in business 2 yrs. Must be reliable, able to lift 50 lbs, read a map accurately, and have valid CDL & clean DMV printout. Good work ethics essential. Landscaping experience helpful. Call for appointment. RTJJ.

DELIVERY DRIVERS (10)

Roadway Package Systems
2600 East 28th Street
Vernon, CA 90058
213/589-8491

Attn: Karen Swindle / HR Recruiter

\$75/day (9 hrs). Deliver packages in a step van throughout the Los Angeles area; involves stop-and-go driving. Hrs 7-5 Mon-Fri for company specializing in parcel delivery. Requires 1 yr continuous, verifiable driving experience with the same company, class 3 CDL, DMV printout, and ability to lift 100 lbs & speak/understand English. Call for appointment or more information. RTJJ. EOE

DRIVER (part-time)

Azule of Saratoga Gifts & Flowers
12374 South Saratoga-Sunnyvale Road
Saratoga, CA 95070
408/257-4218

Attn: Jeannie Scott

\$5/hr. Collect & deliver flowers in San Jose and surrounding area. PT, noon to approx 4pm Mon-Sat (flexible hrs). Small, growing floral shop has been in business 23 yrs. Must have CDL and clean DMV printout. No experience necessary; training provided. Call for appt; RTJJ.

DRIVER / DELIVERY PERSON (4)

Domino's Pizza of Cupertino
10525 South De Anza Boulevard
Cupertino, CA 95014
408/257-5600

Attn: Steve Buxa

\$4.25/hr plus mileage & tips (average \$8-10/hr); benefits avail. Deliver pizza in Cupertino, make change, and help prepare orders. Full or part-time (4-8 hrs/day); all shifts available. Fast-paced 3-yr-old pizza delivery business is open 11am-1am Sun-Wed & 11am-2am Thu-Sat. Requires CDL, clean DMV printout, and own transportation & insurance. Must be dependable, honest, and have a positive attitude. No experience necessary. Call for more info. RTJJ.

TOUR BUS DRIVER (4)

West Valley Charter Lines
240 Cristich Lane
Campbell, CA 95008
408/371-5762

Attn: Personnel

\$6.50-6.50/hr DOE + tips; vacation, holidays, and medical/dental coverage after 90 days for FT employees. Seeking adaptable & energetic people to operate 40-foot manual tour coaches locally & nationally. 2 FT, 2 PT positions; all shifts available (flexible hrs & days). 20-yr-old national transportation company serves individual & commercial clients. No experience necessary; will train motivated individual. Must pass DOT physical & written exam. Must be dependable and have a professional appearance, CDL, and a DMV printout. Call for appt or apply in person. RTJJ. EOE

TOW DRIVER

Great America Towing
1375 Norman Avenue
Santa Clara, CA 95054
408/988-4773

Attn: Angelo Tomassi / Owner

\$7-15/hr DOE, plus vacation & medical/dental insurance after 6 mos. Drive new towing vehicles on dispatched calls in the San Jose area. Full-time; day, swing & grave shifts available. Commercial & private towing company is 15 yrs old. Requires minimum 1 yr auto towing experience, CDL, and clean DMV printout. Must be dependable, reliable, and have a professional appearance. Exp with small, medium & big rigs a plus. Call for appointment (8-5 Mon-Fri) or apply in person; RTJJ. EEO Employer

TRUCK DRIVER

Select Carriers
38201 Cherry Street
Newark, CA 94560
415/793-4669

Attn: Ron Brown / Dispatcher

\$9/hr (for local hauls) plus mileage for line work, 7 paid holidays, and medical insurance after 90 days. Pull flatbed trucks & dry vans loaded with general commodities between the Bay Area and Los Angeles; do tie-downs & tarping. Full-time yr-round work, Mon-Fri (hrs to be discussed). Small 30-yr-old Bay Area trucking company requires minimum 1 yr flatbed experience. Must be at least 25 (insurance requirements) and have class 1 CDL & clean, current DMV printout. Call (8-5 Mon-Fri) for appointment; RTJJ. EOE

Develop the habit of foresight. Take a good look down every road that's open to you before choosing the one to follow. Sometimes there's no turning back.

TRUCK DRIVER - BOBTAIL

Lighting Drayage
140 Hegenberger Loop
Oakland, CA 94621
415/568-2130

Attn: Tim Inglish

\$9-10/hr DOE, plus vacation, holidays, sick leave, and medical/dental & vision insurance after 90 days. Use a bobtail truck to pick up & deliver general commodities throughout the Bay Area. Hrs 8-5 Mon-Fri. 4-yr-old trucking company requires CDL and recent DMV printout (must present at interview). Delivery experience preferred. Call (9-5 Mon-Fri) for appointment; RTJJ.

**Miscellaneous****AIRCRAFT TECH PUBLICATION TRAINEE**

Continental Graphics
9920 West Jefferson Boulevard
Culver City, CA 90232
213/836-8500

Attn: Personnel

\$6/hr to start plus full benefits including vacation, holidays, sick leave, credit union, and medical/dental & life insurance after 90 days. Seeking several trainees to develop parts for catalogs & technical bulletins. Hrs 7:30-4 Mon-Fri. In business over 20 yrs, company prepares technical documentation (mechanical manuals) for the airline industry. No experience necessary; will train. Will be tested in interpreting isometric drawings, logical reasoning, etc. Call for appt or send resume. RTJJ. EOE

When constructing a resume, remember that it should be a focused summary of your qualifications for the particular position you're seeking.

APPOINTMENT CLERKS

Guardian Plan, Inc.
2755 Cottage Way, Suite 2
Sacramento, CA 95825
916/489-9595

Attn: Office

Salary + weekly commission & bonuses. We offer a full fringe benefits package including paid vacation & holidays and medical/dental insurance. Set appointments for sales counselors. Outstanding opportunity for career-oriented individuals to work with a national prearranged funeral plan company in a professional environment. Full-time hrs 9-5 or 12-8, and part-time 9-1 or 5-8. Requires a pleasant telephone voice and desire to talk on the phone. Call for appointment. EOE M/F

AUDITORS (part-time)

RGIS Inventory Specialists
1600 Sacramento Inn Way, Suite 106
Sacramento, CA 95815
916/649-0386

Attn: Office

\$5.75/hr to start; merit raises awarded. Take inventory at various store locations. Own transportation necessary for local jobs; transportation provided for out-of-town work. PT schedules vary. Established in 1959, company has over 200 locations throughout the US. Must be dependable, willing to learn & listen, and have own telephone. 10-key experience helpful. No experience necessary; training provided. Call for more information or apply in person.

COMMODITY BUYER (several, part-time)

20/20 Recycle Center
226 South 24th Street
San Jose, CA 95116
408/998-2020

Attn: Patrese Cruz

\$5-6/hr. Accept, sort & weigh recyclable plastic, aluminum & glass containers with CA redemption value and write vouchers for customers to redeem for cash at stores. Heavy public contact and interaction with store personnel at all levels. 30 hrs/wk, 11-5 Wed-Fri & Sun and 8:30-5 Sat. Recycling firm has various container redemption sites. Must be personable, mature, reliable, dependable, able to use a calculator, and have basic math skills and a good work ethic. Openings in Sonoma, Napa, South SF, Alameda, Contra Costa, San Mateo, and Santa Clara Counties/areas. Call collect for info.

COPY OPERATORS (3)

Zebra Copy
4800 Great America Parkway
Santa Clara, CA 95054
415/326-7622

Attn: Mark Dickow / Regional Manager

\$6-8/hr DOE, or commission instead of hourly wage. Medical benefits 1/2 employer-paid after 6 mos. Call for appt or send resume. RTJJ. Operate high-speed Kodak copiers, provide some customer service such as bindery or helping to choose ink/paper. FT or PT between 5pm-midnight (until work is completed, no later than midnight). 2-yr-old, rapidly growing, fast-paced copy service with 3 stores in the Bay Area is very employee oriented. Prefer some exp in retail, but will train. Must be a personable, quick learner, and have ability to work without constant supervision. EOE

COUNSELORS / TRAINING SPECIALISTS /**SHIFT SUPERVISOR**

Spark Foundation
1720 Merrill Drive
San Jose, CA 95124
408/448-3953

Attn: Jean / Program Director

\$6-7/hr plus health insurance. Provide care for autistic adolescents and young adults, including training in everyday personal skills. Hrs & days vary; includes afternoons, sleepovers, weekdays & weekends. 6-bed, nonprofit residential facility seeks a patient, responsible, energetic individual with HS diploma and ability to pass physical exam. Experience with the developmentally disabled helpful. Training provided. Will be fingerprinted. Excellent opportunity for college student. Call for appt. RTJJ.

DUPLICATING CLERK II / UTILITY WORKER

Los Rios Community College District
District Office (F/T)
1919 Spanos Court
Sacramento, CA 95825
916/920-7912

Attn: Classified Recruitment

\$1471/mo plus paid vac & hols and medical/dental benefits. Draft & duplicate materials, maintain & operate duplicating equipment (including a Varitype machine & photo-offset press) to process & distribute mail, and perform duties of district courier as needed. FT. Requires 1 yr exp as offset press operator or Varityper; 6 mos recent truck driving exp that included accounting for supplies/equip; ability to drive trucks of up to 1.5-ton capacity, lift & carry heavy objects, and operate loading equipment and CDL. Call (7:30-2 Mon-Fri) for info/dist app or apply in person; file by 10/13/89. AA/EOE

FIGURE CONSULTANTS (8)

European Body Wrap
2025 Gateway, Suite 102
San Jose, CA 95110
408/436-8760

Attn: David MacDonalds / General Manager

Commission only; earning potential of \$60/day or more, plus reduced rates on company's services. Apply in person or send resume. RTJJ. Sell memberships to clients, give consultation services, and perform European body wraps. FT, flexible hrs. Good advancement opportunities in national company subsidiary. Must have sales experience, enjoy working with people, and be energetic & outgoing; will train in consulting & wrapping. US citizenship and right to work required. EOE

GROUP COUNSELOR (intermittent)

Alameda County Probation
400 Broadway
Oakland, CA 94607
415/268-7252

Attn: Personnel

\$9.64/hr. Work with a group of juveniles in a correctional facility. On-call position; hrs & days vary. Requires completion of 30 semester or 45 quarter hrs of college, or 1 yr experience working with groups of youths; and CDL. Must be a US citizen, at least 21 yrs of age, with no felony convictions. Call for more information or apply in person. AA/EOE

HAIRSTYLIST (2)

The Hair Company
2800 Mitchell Road
Ceres, CA 95307
209/538-3476 or 537-9090

Attn: Joyce Turner / Owner

Booth rental \$70/wk. Call for appt; RTJJ. Work as an independent contractor, cutting hair, giving perms, and coloring for this friendly, full-service salon. Some walk-ins. Set own hours between 9-6 Mon-Sat. Requires CA cosmetologist license and own supplies. Must have some clientele. Chair & towels provided.

LONG HAUL DRIVERS

Singles Start at 23¢ with

- Annual Raises
- Paid Weekly Guarantee
- Paid Insurance
- Paid Deadhead
- Paid load/unloading
- Paid Pick Up & Stop Off
- Paid Vacation
- Safety/Fuel Bonus
- Retirement Program
- Guaranteed Time-off
- Rider Program
- 1 on 1 Dispatch

CALL



(800) 542-0256

LOCAL DRIVERS WANTED IMMEDIATELY

Long Haul Also Available

Benefits:

- Medical available.
- Wages depend on exp.

Requires:

Class 1 license, good current DMV printout, previous exp handling electronics, HHG & machinery movement a plus.

CALL TODAY!
START TODAY!

D&S Movers
of West Sacramento

(916) 371-3929 or
(800) 759-3929

Current opportunities now available in
San Francisco and Sacramento:

Courier Drivers and Owner/Operators

to pick up and deliver packages on a fixed route within a 100-mile radius of the home office.

Earn \$5.00/hr wage plus 20 cents/mile, vacation, 401K retirement plan, and medical insurance.

Bring vehicle registration, proof of insurance, CDL, & DMV printout to:

5101 Lawrence Drive
Sacramento, California 95817
or 113 Stillman Street
San Francisco, CA 94107

Monday, Wednesday & Friday
10am - 1pm

United Couriers

TRUCK DRIVERS

Accepting applications for experienced drivers. Requires DMV & physical. Health benefits, vacations, holidays, retirement plus other benefits.

Apply in person at:

Valley Livestock
280 South Porter Street
Dixon, CA

HAIR STYLIST (#)

Beba International Salon
7245 Sharon Drive
San Jose, CA 95129
408/255-3334

Attn: Gabrielle Mafi / Receptionist

Full commission with rental of station (\$215/wk) or 50/50 split on commissions as paid employee. Exclusive 1-yr-old Saratoga salon seeks individual to perm, color & cut customers' hair and perform other cosmetic services. Shop hrs 8am-9pm 7 days/wk; flexible shifts avail. Requires a cosmetology license and minimum 1 yr exp working in a salon. Must have a professional appearance and be highly motivated & dependable. Ability to sell professional salon products a definite plus. Call for appt (8am-9pm) or apply in person; RTJJ. EOE

HAIRCUT STYLIST

Precision Cuts
3206 Pacific Avenue
Stockton, CA 95204
209/463-3308

Attn: Ruby / Manager

\$4.25+/hr DOE, plus medical insurance after 60 days. Call for appt; RTJJ. Cut & style hair for men, women & children on a full or part-time basis. Work up to 37 hrs/wk. Established 1 yr, salon is a part of a growing group of precision-cut hairstyling stores in the Valley. Must be personable individual with CA license; experience preferred.

HAIRSTYLIST

Sierra Style
1169 Ski Run Boulevard
South Lake Tahoe, CA 95705
916/541-8100

Attn: Steve Kowalsky / Owner

\$100/wk booth rental plus paid vacation, medical benefits, and cash incentives on product bonuses. Call or visit salon; RTJJ. Cut, perm & color hair and provide other services for unique, cozy hair & nail salon. Hrs 10-6 Mon-Sat. Requires CA cosmetology license and 2 yrs hairstyling exp. Must have own clientele.

An interview is a showcase for merchandising your talents.

HAIRSTYLISTS (2)

Stylish Affair
1049 Lincoln Avenue
San Jose, CA 95125
408/293-5956

Attn: Cindy/Manager or Irene/Owner

60% commission or rent station. Call for interview; RTJJ. Style traditional & contemporary hairstyles for men, women and children. Flexible hrs Tue-Sat; must be prepared to work evenings. Successful full-service salon with staff of 3 is owned by mother & daughter in business over 12 years. CA cosmetology license required. Must be aggressive and like working with people. Some experience preferred but not required. No need for own clientele. AA/EOE

INTERIORSCAPE PLANT SVC TECHNICIAN

Decorative Plant Service
6075 Power Inn Road
Sacramento, CA 95824
916/383-1653

Attn: Office

Salary DOE, plus vacation, holidays, sick leave, and medical/dental insurance. Service plants in offices & buildings for major 40-yr-old Northern CA company. Full or part-time flexible schedule. Must be neat, dependable, and people & detail oriented. Experience preferred but not necessary; training provided. Call for more information or apply in person. EOE

INVENTORY TAKERS (part-time)

Washington Inventory Service, Inc.
3808 Auburn Boulevard, Suite 41-A
Sacramento, CA 95821

Attn: Julie Frattini or Christine Adams

\$5-7/hr. Take inventory for retail stores in the Sacramento area. Transportation provided from the office (2 locations: Auburn Boulevard & Lincolnshire Drive) to job site. Great supplemental income for students or housewives. PT; early mornings, evenings, or weekends. With our flexible scheduling, you may work around a school schedule or other jobs. Must have valid driver's license, transportation to the office, and be at least 18 yrs old. Paid training; no experience necessary. 10-key helpful. File application (10am-6pm).

INVENTORY TAKERS (30, part-time)

Inventory Auditors, Inc.
2500 Marconi Avenue, Suite 215
Sacramento, CA 95821
Attn: Office

\$4.65/hr during training; \$5-8/hr thereafter, depending on productivity. Job site allowance for all locations outside 25-mile radius. Take inventory for retail businesses; use a 10-key calculator. Travel to Reno and the Bay Area (transportation provided); 20-30 hrs/wk (early morning availability needed); yr-round position. West Coast firm has 23 offices from CA to Denver. Requires basic math skills. Call or apply in person (9-5 Mon-Fri).

JANITORS / SUBCONTRACTORS

San Jose Janitorial
1751 Fortune Drive, Unit G
San Jose, CA 95131
408/434-7042

Attn: John or Scott

Up to \$5000/mo negotiable depending on performance (independent contractor basis). Subcontract for small, medium & large jobs; provide janitorial services for commercial clients. Full-time flexible day, night, or weekend hrs (variable depending on job site). Expanding company requires business license, insurance, some experience, and own transportation & tools. Must be hardworking, reliable & conscientious. Call for appt and send references; RTJJ.

NANNY

The Nanny Network
Sacramento, CA 95827
916/646-4574

Attn: Owner

\$4.25/hr and up DOE, plus medical/dental & life insurance after 6 mos. Provide growth stimulation for children in their homes; prepare breakfast, lunch, and a snack, and perform light laundry & housekeeping duties. Very busy, growing company with friendly employees will provide transportation if needed (fee charged). Full or part-time live-in or live-out positions have flexible scheduling. Must be friendly, speak English, and work well with children. Red Cross training provided. Males & females encouraged to apply. Call for more information. AA/EOE M

**RECREATION COORDINATOR - AQUATICS**

City of Victorville
City Hall
14343 Civic Drive
Victorville, CA 92392
619/245-3411

Attn: Personnel Department

\$1924/mo plus benefits. Immediate, full-time position to organize, implement, coordinate & supervise aquatics program of the recreation division; perform administrative work in the furtherance of the recreation program; train, supervise & evaluate staff; perform other duties as required. FT. Req graduation from HS plus 2 yrs accredited college courses in recreation and 2 yrs progressively responsible exp in community recreation. Experience in aquatics & recreation programming highly desirable. Resp exp of a supv nature may sub for req on a yr-for-yr basis. File city app starting 10/2; file by 4pm 10/23.

RECREATION SUPERVISOR

City of Sausalito
Sausalito, CA 94965
415/289-4100

Attn: Personnel Department

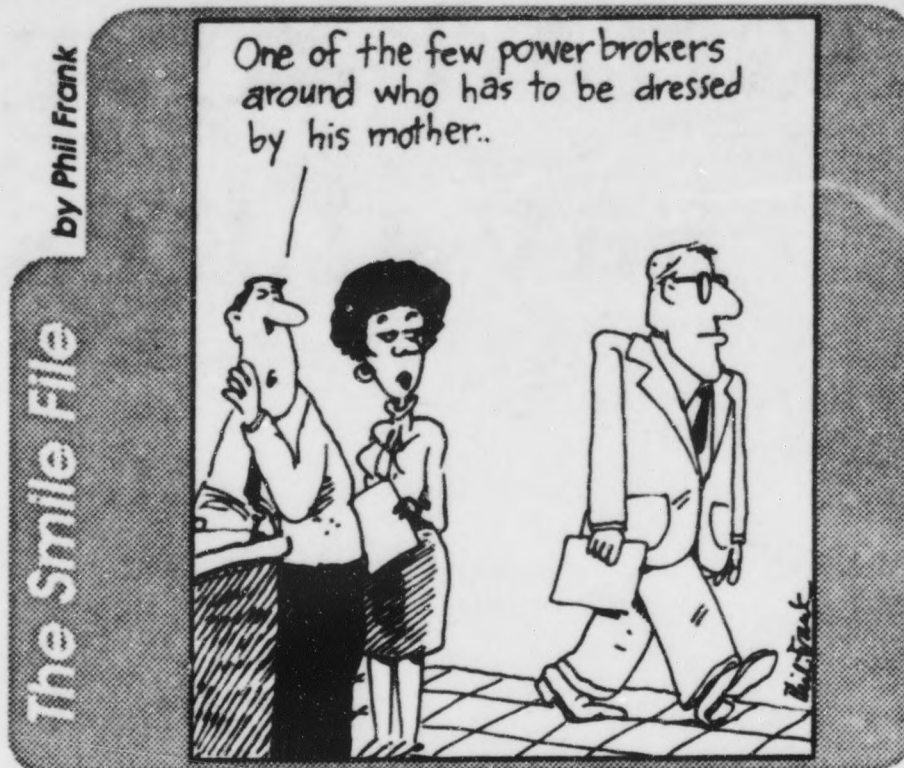
\$1790-2177/mo. Newly created position assists Recreation Director in the development & admin of a wide range of recreation programs. Resp for management of facility rentals and marketing of recreation programs. FT. Req creative person to coordinate & promote programs associated with adult & youth sports, senior citizens, teens, tiny tots, youth programs, trips, special events, and fundraisers. Must have CDL (class B preferred), bachelor's degree, and several yrs progressively responsible experience in a variety of recreation programs. Call for city application; file by 10/15. AA/EOE

RESIDENT APARTMENT MANAGER (4)

Community Development Commission
County of Los Angeles
4800 East Brooklyn Avenue
Los Angeles, CA 90022
213/260-2047

Attn: Marc Delacruz / Admin Analyst

Approx \$1000/mo + 2 wks vacation, holidays & sick leave; apartment & utilities provided. Monitor leases, handle light maintenance, and oversee ongoing apt complex activities. 30-65 hrs/wk depending on complex size. Commission is part of Housing Authority of LA. Req US citizen & good listener w/HS diploma, ability to communicate well with seniors, general office skills, CDL, own transportation, and ins. Prefer mature older couple or team with some related work exp, training in any health-related area, and exp w/med equip. Physical exam given. Call for info & app or send resume; RTJJ. EOE



BIO-RAD

SHIPPER / RECEIVERS

Bio-Rad Laboratories, Inc.
1000 Alfred Nobel Drive
Hercules, CA 94547

Attn: Human Resources PN #223

\$6/hr to start. Perform full shipping & receiving duties including checking invoices, record keeping, and handling inventory control count and shipping & receiving material handling. Full-time entry-level position. High-growth company is a recognized leader in chemical separations, clinical diagnostics, and analytical instrumentation. Requires HS diploma and good math skills. For consideration, please send resume. EOE

SHOE REPAIRPERSON

Jones' Fort
1600 East Cypress
Redding, CA 96002
916/222-3223

Attn: Marshall

\$5+/hr DOE/DOQ. Handle all types of shoe & boot rebuilding; full soles, resoling, and repairing & replacing heels. Hrs 8:30-5 Mon-Fri. Family-owned & serving customers' needs for 26 yrs. Must be in good physical condition. Experienced only need apply (no apprentices). Call for appt or send resume; RTJJ. M/F

Too Late to Classify

**BUILDING INSPECTOR**

City of Brentwood
City Hall
708 Third Street
Brentwood, CA 94513
415/634-0808

Attn: Personnel

\$2658-3231/mo plus excellent benefits. Inspect routine & complex structures at various stages of construction; review building plans & specifications; and investigate compliance with zoning standards. Full-time. Requires minimum 3 yrs experience in the building trades or 60 college semester units in construction technology, and ICBQ building inspection certification. 2 yrs paid work exp for a public agency desirable. File city application by 10/27. AA/EOE

DIRECTOR - MAINTENANCE/OPERATIONS/TRANSPORTATION

John Swett Unified School District
P.O. Box 847
Crockett, CA 94525
415/787-2272

Attn: Personnel

\$3210-3612/mo DOE/DOQ, plus xint benefits. Plan, organize & supervise facilities of maintenance, operations & transportation activities to provide a safe, clean & pleasant environment for teaching & learning experiences. 8 hrs/day, 40 hrs/wk; 12-mo position. Requires working knowledge of standard building codes & regulations; minimum 5 yrs experience in building construction, maintenance work, and transportation service including 2 yrs supervisory exp; and DMV printout. Will take employment physical. Call for employment packet; file by 4pm 10/20. AA/EOE

LAND SURVEYOR

Oscar Larson & Associates
317 3rd Street
Eureka, CA 95501
707/445-2043

Attn: Marty McClelland / Operations Mgr

\$35,000-45,000/yr plus medical coverage & 1 wk vacation after 6 mos (2 wks after 1 yr) and 7 holidays. As survey party chief, oversee entire field & office ops (including supervising); follow spec guidelines and perform calculations. Position is in Crescent City office of consulting engineer/land surveyor firm that does environmental planning 40-60 flexible hrs/wk. Requires land surveyor license, subdivision exp, and RTW. Exp working to Caltrans specifications preferred. Send resume, references & salary history/reqs asap; RTJJ. EOE

MACHINIST - JOURNEY LEVEL

Acro Manufacturing
2300 Zanker Road, Unit E
San Jose, CA 95131
408/435-5515

Attn: Darlene Bannister / Bookkeeper

\$10+/hr DOE, + full medical plan, vacation, holidays & sick lv after 90 days. Operate & maintain prototype and precision machinery. Hrs 6am-4:45pm Mon-Thu. Company does CNC programming for prototypes & production; hog-outs & casings, and machines materials. Requires 10 yrs exp; knowledge of repair & operation of all types of prototype & precision machines; CDL; DMV printout; own transportation; and RTW. Call for appt; RTJJ. EOE

**PUBLIC WORKS INSPECTOR II**

City of Brentwood
City Hall
708 Third Street
Brentwood, CA 94513
415/634-0808

Attn: Personnel

\$2800-3403/mo plus excellent benefits. Perform responsible subprofessional engineering office & field work including inspecting public works construction projects and supervising all activities related to field inspection. Full-time. Requires 4 yrs experience involving knowledge of office & field engineering activities (1 yr college-level coursework may substitute for 1 yr exp). Call for more information; city application must be postmarked by 10/6. AA/EOE

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Attn: Gary Redding / Operations Manager

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Attn: Susan Wolf

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March 28, 1989

Ms. Karen Gonzales
California Job Journal
2535 Capitol Oaks Drive, Suite 100
Sacramento, CA 95833

Ms. Gonzales,

The purpose of this letter is to express to the staff of the California Job Journal this agency's satisfaction with the results obtained through the job listings placed in the Job Journal publication.

During the past several years, we have been engaged in an ongoing recruiting drive for Deputy Sheriff's and Dispatchers. Due to our job listings in the California Job Journal, we have received inquiries from a quality pool of viable candidates.

This agency which employs 788 personnel has hired 70 new employees per year on the average over the past two (2) years. Out of the approximately 3,500 applications received during 1988, our random surveys taken at test sites and phone inquiries indicate that at least 35 to 40% of those applying found out about our job openings through the California Job Journal.

The Job Journal is the primary source of inquiries for employment with this agency. No other recruiting method(s) comes close. The California Job Journal gets an A+ rating as a source of cost effective, productive advertisement.

Yours truly,

Chester Amin

Chester Amin
Deputy Sheriff/Recruiter

CDA:cda

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